

14-15 Graduate Follow Up Survey Overall Frequencies

Prepared by: Institutional Research & Testing, 07/16

Statistics

	N		Mean	Median	Std. Deviation
	Valid	Missing			
coll College	800	0			
deg Degree	800	0			
prog4 Prog4	800	0			
prog Program	800	0			
q1 Satisfied with quality of education received	800	0	1.45	1.00	.623
q2 Prepared me well for employment	796	4	1.68	2.00	.746
q3 Prepared me well for continuing education	789	11	1.67	2.00	.705
q4 Good value for my money	799	1	1.85	2.00	.848
q5 Best represents current employment status	799	1	2.10	2.00	.811
q6 Current position	686	114	3.00	3.00	.678
q7 Extent position related to program of study/degree	696	104	2.62	3.00	.660
q8 How long to find job	694	106	1.86	1.00	1.258
q9 I feel well prepared to advance in my career	696	104	1.68	1.00	.900
q10 Title	800	0			
q11 Name of employer/company	800	0			
q12 City, State/Country	800	0			
q13 Internship where currently employed	697	103	2.15	2.00	.781
q14 Size of employer/company	691	109	3.22	4.00	1.025
q15 Annual gross salary	800	0			
q16 Currently reside in Michigan	773	27	1.18	1.00	.385
q17 Since graduating, attended another institution or FSU	800	0	1.22	1.00	.558
q18 Institution	800	0			
q19 Program/Area of study	800	0			
q20 Degree pursuing	120	680	4.23	5.00	1.486
q21 Since graduating, how often recommended FSU/KEN	764	36	2.53	3.00	.954
q22 If could start over, still choose FSU/KEN	765	35	1.68	1.00	.879
q23 If could start over, still choose same program	766	34	1.66	1.00	.901

Frequency Table

coll College

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	AS	87	10.9	10.9	10.9
	BU	173	21.6	21.6	32.5
	CP	11	1.4	1.4	33.9
	ED	136	17.0	17.0	50.9
	HP	153	19.1	19.1	70.0
	KE	30	3.8	3.8	73.8
	OP	9	1.1	1.1	74.9
	PH	36	4.5	4.5	79.4
	TE	165	20.6	20.6	100.0
	Total	800	100.0	100.0	

deg Degree

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	AA	5	.6	.6	.6
	AAS	64	8.0	8.0	8.6
	AS	9	1.1	1.1	9.8
	BA	6	.8	.8	10.5
	BAS	2	.3	.3	10.8
	BB	3	.4	.4	11.1
	BFA	27	3.4	3.4	14.5
	BIS	15	1.9	1.9	16.4
	BS	531	66.4	66.4	82.8
	BSN	15	1.9	1.9	84.6
	BSW	13	1.6	1.6	86.3
	CERT	25	3.1	3.1	89.4
	EDD	11	1.4	1.4	90.8
	MBA	7	.9	.9	91.6
	MED	6	.8	.8	92.4
	MFA	2	.3	.3	92.6
	MISI	2	.3	.3	92.9
	MS	1	.1	.1	93.0
	MSCJ	6	.8	.8	93.8
	MSN	4	.5	.5	94.3
	MTE	3	.4	.4	94.6
	OD	7	.9	.9	95.5
	PD	36	4.5	4.5	100.0
	Total	800	100.0	100.0	

prog4 Prog4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ACCF	3	.4	.4	.4
	ACCT	4	.5	.5	.9
	ACPA	3	.4	.4	1.3
	ACPD	1	.1	.1	1.4
	AET	9	1.1	1.1	2.5
	AH	1	.1	.1	2.6
	AHS	14	1.8	1.8	4.4
	AIMC	5	.6	.6	5.0
	AMAS	3	.4	.4	5.4
	AMGT	4	.5	.5	5.9
	AMTH	1	.1	.1	6.0
	APSC	2	.3	.3	6.3
	ARCH	3	.4	.4	6.6
	ARST	3	.4	.4	7.0
	ASDI	3	.4	.4	7.4
	ASPM	2	.3	.3	7.6
	ASTQ	1	.1	.1	7.8
	BAPT	8	1.0	1.0	8.8
	BCNC	2	.3	.3	9.0
	BIBS	7	.9	.9	9.9
	BIEB	3	.4	.4	10.3
	BIED	1	.1	.1	10.4
	BIFB	2	.3	.3	10.6
	BIOC	1	.1	.1	10.8
	BIOT	1	.1	.1	10.9
	BIPD	1	.1	.1	11.0
	BIPM	3	.4	.4	11.4
	BIPO	2	.3	.3	11.6
	BIPP	5	.6	.6	12.3
	BIPT	2	.3	.3	12.5
	BSN	27	3.4	3.4	15.9
	BSNA	3	.4	.4	16.3
	BSRN	15	1.9	1.9	18.1
	BUAD	41	5.1	5.1	23.3
	BUAM	4	.5	.5	23.8
	CHEM	2	.3	.3	24.0
	CIS	12	1.5	1.5	25.5
	CIT	10	1.3	1.3	26.8
	CJAD	6	.8	.8	27.5
	CJCR	2	.3	.3	27.8
	CJGO	60	7.5	7.5	35.3
	CJLE	7	.9	.9	36.1
	CLNM	2	.3	.3	36.4
	CONM	6	.8	.8	37.1
	CTIN	1	.1	.1	37.3
	CTTD	2	.3	.3	37.5
	DAGD	1	.1	.1	37.6
	DAMI	1	.1	.1	37.8
	DCCL	11	1.4	1.4	39.1
	DFSM	1	.1	.1	39.3
	DHYG	15	1.9	1.9	41.1

prog4 Prog4

		Frequency	Percent	Valid Percent	Cumulative Percent
	DM	2	.3	.3	41.4
	DMOL	3	.4	.4	41.8
	DMS	4	.5	.5	42.3
	DMSE	1	.1	.1	42.4
	DR	1	.1	.1	42.5
	ECED	12	1.5	1.5	44.0
	EEDU	2	.3	.3	44.3
	EEET	2	.3	.3	44.5
	ELED	13	1.6	1.6	46.1
	ENGB	1	.1	.1	46.3
	ESEN	1	.1	.1	46.4
	FIN	2	.3	.3	46.6
	FMAN	11	1.4	1.4	48.0
	GD	6	.8	.8	48.8
	GEIO	1	.1	.1	48.9
	GMAN	4	.5	.5	49.4
	GNBU	3	.4	.4	49.8
	GRDE	7	.9	.9	50.6
	GRNT	3	.4	.4	51.0
	HCSA	27	3.4	3.4	54.4
	HEET	6	.8	.8	55.1
	HEQT	4	.5	.5	55.6
	HIM	8	1.0	1.0	56.6
	HISE	1	.1	.1	56.8
	HIST	2	.3	.3	57.0
	HIT	4	.5	.5	57.5
	HOTM	1	.1	.1	57.6
	HRM	8	1.0	1.0	58.6
	HVAC	3	.4	.4	59.0
	HVAR	1	.1	.1	59.1
	HVEM	15	1.9	1.9	61.0
	ID	6	.8	.8	61.8
	IL	5	.6	.6	62.4
	IN	2	.3	.3	62.6
	INST	15	1.9	1.9	64.5
	ISIN	11	1.4	1.4	65.9
	ITM	1	.1	.1	66.0
	LSYS	1	.1	.1	66.1
	MAED	1	.1	.1	66.3
	MBA	7	.9	.9	67.1
	MECE	6	.8	.8	67.9
	MECH	4	.5	.5	68.4
	MESA	5	.6	.6	69.0
	MESP	1	.1	.1	69.1
	MFGE	9	1.1	1.1	70.3
	MFPA	2	.3	.3	70.5
	MFT	2	.3	.3	70.8
	MI	1	.1	.1	70.9
	MIM	6	.8	.8	71.6
	MJ	1	.1	.1	71.8
	MKT	8	1.0	1.0	72.8

prog4 Prog4

		Frequency	Percent	Valid Percent	Cumulative Percent
	MLS	5	.6	.6	73.4
	MSEL	1	.1	.1	73.5
	MSN	4	.5	.5	74.0
	NM	9	1.1	1.1	75.1
	OPT	7	.9	.9	76.0
	OSM	2	.3	.3	76.3
	PCRJ	5	.6	.6	76.9
	PDET	10	1.3	1.3	78.1
	PGM	3	.4	.4	78.5
	PH	2	.3	.3	78.8
	PHDR	36	4.5	4.5	83.3
	PLSC	1	.1	.1	83.4
	PLTE	3	.4	.4	83.8
	PMAC	1	.1	.1	83.9
	PMOT	1	.1	.1	84.0
	PPET	4	.5	.5	84.5
	PSCI	9	1.1	1.1	85.6
	PSYC	10	1.3	1.3	86.9
	PTED	3	.4	.4	87.3
	PTM	5	.6	.6	87.9
	PURE	2	.3	.3	88.1
	QET	1	.1	.1	88.3
	QUAL	2	.3	.3	88.5
	RADI	6	.8	.8	89.3
	REMG	3	.4	.4	89.6
	RESP	6	.8	.8	90.4
	RLMG	1	.1	.1	90.5
	RUBE	2	.3	.3	90.8
	SF	1	.1	.1	90.9
	SOWK	13	1.6	1.6	92.5
	SSED	2	.3	.3	92.8
	SURE	4	.5	.5	93.3
	SURT	1	.1	.1	93.4
	TCOM	1	.1	.1	93.5
	TDMP	7	.9	.9	94.4
	VISC	2	.3	.3	94.6
	WELE	39	4.9	4.9	99.5
	WELT	4	.5	.5	100.0
	Total	800	100.0	100.0	

prog Program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Accountancy	4	.5	.5	.5
	Accountancy Finance	3	.4	.4	.9
	Accountancy Prof Directed	1	.1	.1	1.0
	Accountancy Public Accounting	3	.4	.4	1.4
	Adv Studies Design Innovation	3	.4	.4	1.8
	Adv Studies Project Mgmt	2	.3	.3	2.0
	Advert Integrated Mktg Comm	5	.6	.6	2.6
	Allied Health Science	14	1.8	1.8	4.4
	Applied Math Actuarial Science	3	.4	.4	4.8
	Applied Mathematics	1	.1	.1	4.9
	Applied Speech Comm	2	.3	.3	5.1
	Architectural Tech	3	.4	.4	5.5
	Architecture Sustainability	3	.4	.4	5.9
	Art History	1	.1	.1	6.0
	Auto Eng Tech	9	1.1	1.1	7.1
	Auto Management	4	.5	.5	7.6
	Basic CNC Prog & Mchn Op	2	.3	.3	7.9
	Biochemistry	1	.1	.1	8.0
	Biology	7	.9	.9	8.9
	Biology - Environmental	3	.4	.4	9.3
	Biology - Forensic	2	.3	.3	9.5
	Biology - Pre-Dentistry	1	.1	.1	9.6
	Biology - Pre-Med	3	.4	.4	10.0
	Biology - Pre-Optometry	2	.3	.3	10.3
	Biology - Pre-Pharm	5	.6	.6	10.9
	Biology - Pre-Phys Therapy	2	.3	.3	11.1
	Biology Education	1	.1	.1	11.3
	Biotechnology	1	.1	.1	11.4
	BUAD w/ Professional Tracks	8	1.0	1.0	12.4
	Bus Admin Maritime Option	4	.5	.5	12.9
	Business Admin	41	5.1	5.1	18.0
	Career Tech Ed Instructor	1	.1	.1	18.1
	Career Tech Ed-Train Dev	2	.3	.3	18.4
	Chemistry	2	.3	.3	18.6
	CJ Admin	6	.8	.8	19.4
	CJ Corrections	2	.3	.3	19.6
	CJ Generalist	60	7.5	7.5	27.1
	CJ Law Enforcement	7	.9	.9	28.0
	Community Coll Leadership	11	1.4	1.4	29.4
	Computer Info Syst	12	1.5	1.5	30.9
	Computer Info Tech	10	1.3	1.3	32.1
	Construction Mgmt	6	.8	.8	32.9
	Culinary Mgmt	2	.3	.3	33.1
	Curr Inst Special Needs Ed	1	.1	.1	33.3
	Curr Inst Subject Area	5	.6	.6	33.9
	Data Mining	1	.1	.1	34.0
	Dental Hygiene	15	1.9	1.9	35.9
	Diagnostic Medical Sonography	4	.5	.5	36.4
	Dietary and Food Service Mgmt	1	.1	.1	36.5
	Digital Animation Game Design	1	.1	.1	36.6
	Digital Media	2	.3	.3	36.9
	Digital Media Software Eng	1	.1	.1	37.0
	Drawing	1	.1	.1	37.1
	Early Childhood Education	12	1.5	1.5	38.6
	Educational Leadership	1	.1	.1	38.8
	Electrical Electronic Eng Tech	2	.3	.3	39.0
	Elementary Education	13	1.6	1.6	40.6
	Energy Systems Engineering	1	.1	.1	40.8

prog Program

	Frequency	Percent	Valid Percent	Cumulative Percent
English	1	.1	.1	40.9
English Education	2	.3	.3	41.1
Facility Mgmt	11	1.4	1.4	42.5
Finance	2	.3	.3	42.8
Fine Arts Painting	2	.3	.3	43.0
General Business	3	.4	.4	43.4
Geographic Info Systems (GIS)	1	.1	.1	43.5
Gerontology	3	.4	.4	43.9
Graphic Design	13	1.6	1.6	45.5
Graphic Media Mgmt	4	.5	.5	46.0
Health Care Systems Admin	27	3.4	3.4	49.4
Health Info Mgmt	8	1.0	1.0	50.4
Health Info Tech	4	.5	.5	50.9
Heavy Equip Svc Eng Tech	6	.8	.8	51.6
Heavy Equip Tech	4	.5	.5	52.1
History	2	.3	.3	52.4
History Education	1	.1	.1	52.5
Hotel Management	1	.1	.1	52.6
Human Resource Mgmt	8	1.0	1.0	53.6
HVACR Eng Tech	3	.4	.4	54.0
HVACR Eng Tech & Energy Mgmt	15	1.9	1.9	55.9
HVACR Tech	1	.1	.1	56.0
Illustration	5	.6	.6	56.6
Industrial Design	2	.3	.3	56.9
Industrial Technology & Mgmt	1	.1	.1	57.0
Info Sec & Intel	11	1.4	1.4	58.4
Integrative Studies	15	1.9	1.9	60.3
Interior Design	6	.8	.8	61.0
Lean Systems	1	.1	.1	61.1
Manufacturing Eng Tech	9	1.1	1.1	62.3
Manufacturing Technology	2	.3	.3	62.5
Marketing	8	1.0	1.0	63.5
Master's Business Admin	7	.9	.9	64.4
Master's Science Nursing	4	.5	.5	64.9
Mathematics Education	1	.1	.1	65.0
Mechanical Eng Tech	10	1.3	1.3	66.3
Medical Illustration	1	.1	.1	66.4
Medical Lab Science	5	.6	.6	67.0
Metals Jewelry Design	1	.1	.1	67.1
Molecular Diagnostics	3	.4	.4	67.5
Music Industry Mgmt	6	.8	.8	68.3
Nuc Med Tech	9	1.1	1.1	69.4
Nursing	27	3.4	3.4	72.8
Nursing (accelerated track)	3	.4	.4	73.1
Nursing-BSN	15	1.9	1.9	75.0
Operations Supply Mgmt	2	.3	.3	75.3
Optometry	7	.9	.9	76.1
Performance Machining	1	.1	.1	76.3
Performance Motorsports	1	.1	.1	76.4
Pharmacy	36	4.5	4.5	80.9
Photography	2	.3	.3	81.1
Plastics Eng Tech	3	.4	.4	81.5
Plastics Polymer Eng Tech	4	.5	.5	82.0
Political Science	1	.1	.1	82.1
Pre-CJ	5	.6	.6	82.8
Pre-Science	9	1.1	1.1	83.9
Pro-Mo-TEd Tech Ed	3	.4	.4	84.3
Prod Design Eng Tech	10	1.3	1.3	85.5

prog Program

		Frequency	Percent	Valid Percent	Cumulative Percent
	Professional Golf Mgmt	3	.4	.4	85.9
	Professional Tennis Mgmt	5	.6	.6	86.5
	Psychology	10	1.3	1.3	87.8
	Public Relations	2	.3	.3	88.0
	Quality Eng Tech	1	.1	.1	88.1
	Quality Technology	2	.3	.3	88.4
	Radiography	6	.8	.8	89.1
	Recreation Leadership & Mgt	1	.1	.1	89.3
	Resort Management	3	.4	.4	89.6
	Respiratory Care	6	.8	.8	90.4
	Rubber Eng Tech	2	.3	.3	90.6
	Sculpture Functional Art	1	.1	.1	90.8
	Social Studies Education	2	.3	.3	91.0
	Social Work	13	1.6	1.6	92.6
	Surveying Engineering	4	.5	.5	93.1
	Surveying Technology	1	.1	.1	93.3
	Tech-Prof Communication	1	.1	.1	93.4
	Total Quality Mgmt in Educ	1	.1	.1	93.5
	TV Digital Media Production	7	.9	.9	94.4
	Vision Science	2	.3	.3	94.6
	Welding Eng Tech	39	4.9	4.9	99.5
	Welding Technology	4	.5	.5	100.0
	Total	800	100.0	100.0	

q1 Satisfied with quality of education received

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	490	61.3	61.3	61.3
	Somewhat Agree	272	34.0	34.0	95.3
	Somewhat Disagree	29	3.6	3.6	98.9
	Strongly Disagree	9	1.1	1.1	100.0
	Total	800	100.0	100.0	

q2 Prepared me well for employment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	367	45.9	46.1	46.1
	Somewhat Agree	332	41.5	41.7	87.8
	Somewhat Disagree	78	9.8	9.8	97.6
	Strongly Disagree	19	2.4	2.4	100.0
	Total	796	99.5	100.0	
Missing	System	4	.5		
Total		800	100.0		

q3 Prepared me well for continuing education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	358	44.8	45.4	45.4
	Somewhat Agree	342	42.8	43.3	88.7
	Somewhat Disagree	79	9.9	10.0	98.7
	Strongly Disagree	10	1.3	1.3	100.0
	Total	789	98.6	100.0	
Missing	System	11	1.4		
Total		800	100.0		

q4 Good value for my money

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	318	39.8	39.8	39.8
	Somewhat Agree	321	40.1	40.2	80.0
	Somewhat Disagree	122	15.3	15.3	95.2
	Strongly Disagree	38	4.8	4.8	100.0
	Total	799	99.9	100.0	
Missing	System	1	.1		
Total		800	100.0		

q5 Best represents current employment status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Part-time	96	12.0	12.0	12.0
	Full-time	626	78.3	78.3	90.4
	Military Service	2	.3	.3	90.6
	Unemployed, Seeking	48	6.0	6.0	96.6
	Unemployed, Not Seeking	27	3.4	3.4	100.0
	Total	799	99.9	100.0	
Missing	System	1	.1		
Total		800	100.0		

q6 Current position

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Self-employed	15	1.9	2.2	2.2
	With government	111	13.9	16.2	18.4
	Employed in private sector	416	52.0	60.6	79.0
	Employed in not-for-profit entity	144	18.0	21.0	100.0
	Total	686	85.8	100.0	
Missing	System	114	14.2		
Total		800	100.0		

q7 Extent position related to program of study/degree

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Related at All	69	8.6	9.9	9.9
	Somewhat Related	128	16.0	18.4	28.3
	Highly Related	499	62.4	71.7	100.0
	Total	696	87.0	100.0	
Missing	System	104	13.0		
Total		800	100.0		

q8 How long to find job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Before graduation	380	47.5	54.8	54.8
	0-3 months after graduation	166	20.8	23.9	78.7
	4-6 months after graduation	77	9.6	11.1	89.8
	7-9 months after graduation	28	3.5	4.0	93.8
	10-12 months after graduation	21	2.6	3.0	96.8
	More than 1 year after graduation	22	2.8	3.2	100.0
	Total	694	86.8	100.0	
Missing	System	106	13.3		
Total		800	100.0		

q9 I feel well prepared to advance in my career

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	352	44.0	50.6	50.6
	Somewhat Agree	269	33.6	38.6	89.2
	Somewhat Disagree	38	4.8	5.5	94.7
	Strongly Disagree	18	2.3	2.6	97.3
	Too Soon to Tell	19	2.4	2.7	100.0
	Total	696	87.0	100.0	
Missing	System	104	13.0		
Total		800	100.0		

q10 Title

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		129	16.1	16.1	16.1
	Supervisor	1	.1	.1	16.3
	1st Assistant Golf Professional	1	.1	.1	16.4
	3rd AE	1	.1	.1	16.5
	3rd Asst Engineer	1	.1	.1	16.6
	3rd grade teacher	2	.3	.3	16.9
	7-12 Educator (Math, Science)	1	.1	.1	17.0
	Academic Interventionist	1	.1	.1	17.1
	Account Advocate	1	.1	.1	17.3
	Account manager	1	.1	.1	17.4
	Account Manager	1	.1	.1	17.5
	Account Specialist	1	.1	.1	17.6
	Accountant	2	.3	.3	17.9
	Accounts Payable Clerk	1	.1	.1	18.0
	Administrative assistant	1	.1	.1	18.1
	Administrative Assistant	3	.4	.4	18.5
	Administrative Project Mgr	1	.1	.1	18.6
	Administrative Support	1	.1	.1	18.8
	Admissions Coordinator	1	.1	.1	18.9
	Admitting Clerk	1	.1	.1	19.0
	Advanced Engineer, Sustaining	1	.1	.1	19.1
	Advanced Serviceability of Design Engineer	1	.1	.1	19.3
	Agricultural Technician I	1	.1	.1	19.4
	Ancillary Account Manager	1	.1	.1	19.5
	Animal Control Officer/Code Enforcement Officer	1	.1	.1	19.6
	Application Development Engineer	1	.1	.1	19.8
	Application Engineer/Integrator	1	.1	.1	19.9
	Applications Engineer	3	.4	.4	20.3
	Applications Engineer Technical Sales	1	.1	.1	20.4
	Architectural Consultant	1	.1	.1	20.5
	Architectural Technician	1	.1	.1	20.6
	Area Manager	1	.1	.1	20.8
	Art & Digital Design Instructor	1	.1	.1	20.9
	Assembler	1	.1	.1	21.0
	Assistant Coach	1	.1	.1	21.1
	Assistant Coordinator for Camps and Conferences	1	.1	.1	21.3
	Assistant Director	1	.1	.1	21.4
	Assistant Director of Technology Services	1	.1	.1	21.5
	Assistant Facility Manager	1	.1	.1	21.6
	Assistant golf professional	1	.1	.1	21.8
	Assistant Professor	1	.1	.1	21.9
	Assistant Property Manager	1	.1	.1	22.0
	Assistant Teacher	2	.3	.3	22.3
	Assistant Tennis Coach	1	.1	.1	22.4
	Assitant Project Manager	1	.1	.1	22.5
	Assoc Provost/Dean of Student Affairs	1	.1	.1	22.6
	Associate	1	.1	.1	22.8
	Associate Designer	2	.3	.3	23.0
	Associate Professor	1	.1	.1	23.1
	Associate Project Mgr	1	.1	.1	23.3
	Associate Software Developer	1	.1	.1	23.4
	Asst Hall Director	1	.1	.1	23.5
	Asst Prof Art	1	.1	.1	23.6
	Athletic Development Intern	1	.1	.1	23.8
	Athletic Director	1	.1	.1	23.9
	Athletics College Coach	1	.1	.1	24.0

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Auditor	2	.3	.3	24.3
Before and After School Care Coordinator	1	.1	.1	24.4
BSN, RN	2	.3	.3	24.6
Building Systems Engineer	1	.1	.1	24.8
Business Applications Analyst	1	.1	.1	24.9
Business Office Coordinator	1	.1	.1	25.0
Camp Counsellor	1	.1	.1	25.1
Campus Director	1	.1	.1	25.3
Cardiopulmonary Tech	1	.1	.1	25.4
Cardiovascular Cath Lab X-ray Tech	1	.1	.1	25.5
Care Coordinator	1	.1	.1	25.6
Care Coordinator, Social Work	1	.1	.1	25.8
Case Mgmt Asst	1	.1	.1	25.9
Cashier	2	.3	.3	26.1
Casino Surveillance Manager	1	.1	.1	26.3
Center Director	1	.1	.1	26.4
CEO	1	.1	.1	26.5
Certified Dialysis Technician	1	.1	.1	26.6
Certified Medical Laboratory Scientist	1	.1	.1	26.8
Certified Pharmacy Technician	1	.1	.1	26.9
Children's Svc Specialist	1	.1	.1	27.0
Chief Nursing Officer	1	.1	.1	27.1
Child Protective Services Investigator	1	.1	.1	27.3
Claims Examiner II	1	.1	.1	27.4
Clerical Assistant	1	.1	.1	27.5
Client sales rep	1	.1	.1	27.6
Clinical Pharmacist	2	.3	.3	27.9
Clinical Pharmacy Specialist	1	.1	.1	28.0
Clinical Risk Mgr	1	.1	.1	28.1
CML loan docs	1	.1	.1	28.2
Coder 1	1	.1	.1	28.4
Commercial Coordinator - Sales	1	.1	.1	28.5
Community Corrections Case Manager	1	.1	.1	28.6
Compliance Coordinator	1	.1	.1	28.7
Computer Forensic Specialist	1	.1	.1	28.9
Construction Engineer	1	.1	.1	29.0
Construction Worker/Intern Architect	1	.1	.1	29.1
Controller	1	.1	.1	29.3
Controls Engineer	1	.1	.1	29.4
Convention Logistics Coordinator	1	.1	.1	29.5
Cook	1	.1	.1	29.6
Coordinator of Alumni Relations	1	.1	.1	29.8
Coordinator of Enrollment Services	1	.1	.1	29.9
Coordinator, Tennis on Campus, Tennis Service Representatives, High School Tennis	1	.1	.1	30.0
Corporate Management Trainee - Facilities	1	.1	.1	30.1
Corporate management trainee- engineering	1	.1	.1	30.3
Corporate Sales Manager	1	.1	.1	30.4
Correctional Deputy	1	.1	.1	30.5
Correctional Officer	3	.4	.4	30.9
Corrections deputy	1	.1	.1	31.0
Corrections Deputy	1	.1	.1	31.1
Corrections Officer	7	.9	.9	32.0
Court Services Specialist I	1	.1	.1	32.1
CPS	1	.1	.1	32.3
Crew Foreman	1	.1	.1	32.4

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Custodian	2	.3	.3	32.6
Customer Svc Executive	1	.1	.1	32.8
Customer Svc Rep	6	.8	.8	33.5
Customer Svc Rep (Teller)	1	.1	.1	33.6
Customer Svc Rep/Teleservice Rep	1	.1	.1	33.8
Cyber Security Analyst	1	.1	.1	33.9
Data Entry Specialist/Research Asst; Chiropractic Asst	1	.1	.1	34.0
Day Reporting Supervisor	1	.1	.1	34.1
Dean	1	.1	.1	34.3
Deck Officer	1	.1	.1	34.4
Deli Staff Member	1	.1	.1	34.5
Dental Assistant	1	.1	.1	34.6
Dental Hygienist	6	.8	.8	35.4
Dental Hygienist, RDH	1	.1	.1	35.5
Deputy Treasurer	1	.1	.1	35.6
Design Engineer	2	.3	.3	35.9
Designer	6	.8	.8	36.6
Detective	2	.3	.3	36.9
Diagnostic Medical Sonographer	1	.1	.1	37.0
Diagnostic Medical Sonographer (Ultrasonographer)	1	.1	.1	37.1
Director	2	.3	.3	37.4
Director of Golf	1	.1	.1	37.5
Director of Quality Management	1	.1	.1	37.6
Director of Sales	1	.1	.1	37.8
Director, Facilities & Operations	1	.1	.1	37.9
Director, Teaching & Learning Services	1	.1	.1	38.0
Dynamometer Test Technician	1	.1	.1	38.1
Educator	1	.1	.1	38.3
Electrical panel builder	1	.1	.1	38.4
Electrician	1	.1	.1	38.5
Electronic Component Engineer	1	.1	.1	38.6
Elementary Ed-Young 5s teacher	1	.1	.1	38.8
Elementary Teacher	1	.1	.1	38.9
Energy Engineer	1	.1	.1	39.0
Engineer	1	.1	.1	39.1
Engineering Specialist	1	.1	.1	39.3
Engineering Supervisor	1	.1	.1	39.4
Enrollment Services Office Specialist	1	.1	.1	39.5
Enterprise Content Management Systems Analyst	1	.1	.1	39.6
Environmental Health and Safety Manager	1	.1	.1	39.8
Environmental Sanitarian	1	.1	.1	39.9
Environmental, Health and Safety manager	1	.1	.1	40.0
ER RN/BSN	1	.1	.1	40.1
ER Secretary/Sonographer	1	.1	.1	40.3
Estimator	1	.1	.1	40.4
Facilitator	1	.1	.1	40.5
Facilities Project Coordinator	1	.1	.1	40.6
Facilities/Engineering Corporate Management Trainee	1	.1	.1	40.8
Facility Consultant	1	.1	.1	40.9
Facility Manager	2	.3	.3	41.1
Faculty Director for the Center for Teaching & Learning	1	.1	.1	41.3
Family Advocate	1	.1	.1	41.4
Family Support Coordinator	1	.1	.1	41.5

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Financial Controller	1	.1	.1	41.6
Firefighter	1	.1	.1	41.8
Forensic Biologist 1	1	.1	.1	41.9
Foster Care Specialist	1	.1	.1	42.0
Freelance Graphic Designer	1	.1	.1	42.1
Front Desk Representative/Concierge	1	.1	.1	42.3
Front Desk Supervisor	1	.1	.1	42.4
Fulltime Nursing Faculty at Davenport University	1	.1	.1	42.5
General Construction Contractor	1	.1	.1	42.6
General Labor	1	.1	.1	42.8
General Mgr/Bus Driver	1	.1	.1	42.9
Graduate Assistant	2	.3	.3	43.1
Graduate Assistant Golf Coach	1	.1	.1	43.3
Graduate Student, care giver, and Dean of Students Graduate Assistant	1	.1	.1	43.4
Graphic Designer/Information assistant	1	.1	.1	43.5
Green Infrastructure Intern	1	.1	.1	43.6
Group Leader	1	.1	.1	43.8
HDS Crew Chief	1	.1	.1	43.9
Health Info Mgmt Analyst	1	.1	.1	44.0
Health Information Technician - Coder/Abstractor	1	.1	.1	44.1
Health Resource Specialist	1	.1	.1	44.3
HIM Coder III	1	.1	.1	44.4
Home based case worker	1	.1	.1	44.5
Hotline Support Specialist	1	.1	.1	44.6
Housing Resource Specialist	1	.1	.1	44.8
HR Asst	1	.1	.1	44.9
HR Specialist	1	.1	.1	45.0
HR-Staffing Mgr	1	.1	.1	45.1
HR/Admin Asst	1	.1	.1	45.3
Human Resources Administrator	1	.1	.1	45.4
Human Resources Rep	1	.1	.1	45.5
I am an executive assistant at a private rehabilitation center in Beverly Hills, CA. I am utilizing my HCSA degree to advance in the health care field here at my current place of employment (medical outpatient rehabilitation center).	1	.1	.1	45.6
I was an administrative assistant before earning my Master's degree and am still at that same level	1	.1	.1	45.8
I will not provide this information as it could potentially identify me and thus make this survey non-anonymous	1	.1	.1	45.9
ICU RN	1	.1	.1	46.0
Improvement Specialist	1	.1	.1	46.1
In-house graphic designer	1	.1	.1	46.3
Incentive Processing Analyst	1	.1	.1	46.4
Independent Graphic Designer (Web & Brand)	1	.1	.1	46.5
Industrial Labor	1	.1	.1	46.6
Infection Prevention Coordinator	1	.1	.1	46.8
Information Security Officer	1	.1	.1	46.9
Information Systems Support Specialist	1	.1	.1	47.0
Information Technology Supervisor	1	.1	.1	47.1
Inpatient IV Coder Trainee	1	.1	.1	47.3

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Instructor	1	.1	.1	47.4
Instructor of Culinary Arts	1	.1	.1	47.5
Insurance Agent	1	.1	.1	47.6
Interim VP for Academic Svcs	1	.1	.1	47.8
Interior Designer	4	.5	.5	48.3
Interior Designer (Jr)	1	.1	.1	48.4
Intern	1	.1	.1	48.5
International Sales Administrator	1	.1	.1	48.6
Inventory Control Specialist	1	.1	.1	48.8
investment advisor intern	1	.1	.1	48.9
IT Analyst	1	.1	.1	49.0
IT Specialist Software Developer	1	.1	.1	49.1
Java Software Engineer (entry-level)	1	.1	.1	49.3
Juvenile case worker	1	.1	.1	49.4
Juvenile Prevention Officer	1	.1	.1	49.5
Kindergarten teacher	1	.1	.1	49.6
Kindergarten Teacher	1	.1	.1	49.8
Landscape Division Mgr	1	.1	.1	49.9
Lead 3D Artist	1	.1	.1	50.0
Lead Editor / Office Manager and Videographer (Independent Contractor)	1	.1	.1	50.1
Lead Teacher	1	.1	.1	50.2
Leasing Consultant	1	.1	.1	50.4
Legal Assistant	3	.4	.4	50.7
Legal Contract Analyst	1	.1	.1	50.9
Level 1 Welding Engineer	1	.1	.1	51.0
Level 4 Pharmacy Technician	1	.1	.1	51.1
Line Worker	1	.1	.1	51.2
Maintenance Management Trainee	1	.1	.1	51.4
Management Assistant	1	.1	.1	51.5
Manager of Nursing	1	.1	.1	51.6
Manufacturer's Rep (Independent Contractor)	1	.1	.1	51.7
Manufacturing Engineer	10	1.3	1.3	53.0
Manufacturing Process Technician	1	.1	.1	53.1
Marketing	1	.1	.1	53.3
Marketing Communications Associate	1	.1	.1	53.4
Marketing Coordinator	1	.1	.1	53.5
Marketing Manager	1	.1	.1	53.6
Marketing Teacher	1	.1	.1	53.8
Material compliance engineer	1	.1	.1	53.9
Materials Analyst	1	.1	.1	54.0
Maternal Child Social Worker	1	.1	.1	54.1
Math para professional	1	.1	.1	54.3
Math Teacher	1	.1	.1	54.4
Mechanical & Welding Supervisor	1	.1	.1	54.5
Mechanical Design Engineer	1	.1	.1	54.6
Mechanical Designer	1	.1	.1	54.8
Mechanical Engineer	3	.4	.4	55.1
Mechanical Engineering Mgr	1	.1	.1	55.3
Mechanical Service Information Specialist	1	.1	.1	55.4
Media specialist	1	.1	.1	55.5
Medical Coding Specialists	1	.1	.1	55.6
Medical Lab Scientist	1	.1	.1	55.8
Medical Lab Technician	1	.1	.1	55.9
Medical Laboratory Scientist	1	.1	.1	56.0
Medical Records Manager	1	.1	.1	56.1
Medical Scientist	1	.1	.1	56.3

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Medical Screener	1	.1	.1	56.4
Medical Sonographer	1	.1	.1	56.5
Medical Technologist	1	.1	.1	56.6
Merchandise Mgr/Asst Tour Mgr	1	.1	.1	56.8
Merchant Mariner-3rd Mate	1	.1	.1	56.9
MetFab Productivity Specialist	1	.1	.1	57.0
Metrologist	1	.1	.1	57.1
Michigan State Trooper	1	.1	.1	57.3
Middle School math Teacher	1	.1	.1	57.4
Middle School Science Teacher	1	.1	.1	57.5
Mobile Sales & Marketing, Welding Engineer	1	.1	.1	57.6
Molecular Technician	1	.1	.1	57.8
Molecular Technolgist 1	1	.1	.1	57.9
Mortgage Banker	1	.1	.1	58.0
Move-in Coordinator	1	.1	.1	58.1
Multi-tiered support system coordinator	1	.1	.1	58.3
Nanny-early childhood education	1	.1	.1	58.4
National Account Manager--Service	1	.1	.1	58.5
Network Security Technician	1	.1	.1	58.6
News Producer	1	.1	.1	58.8
No real title assisting dir of finance	1	.1	.1	58.9
Nuc Med Tech	1	.1	.1	59.0
Nuc Med Tech PRN/Radiology Aide	1	.1	.1	59.1
Nuc Med Technologist	1	.1	.1	59.3
Nuclear medicine technologist	1	.1	.1	59.4
Nuclear Medicine Technologist	2	.3	.3	59.6
Nurse faculty & Interim Dean of School of Nursing	1	.1	.1	59.8
Nurse Technician	1	.1	.1	59.9
Office Manager	1	.1	.1	60.0
Office Mgr/Secretary Treasurer	1	.1	.1	60.1
Operations Business Analyst	1	.1	.1	60.3
Optometrist	6	.8	.8	61.0
Owner	2	.3	.3	61.3
Owner/Operator	1	.1	.1	61.4
Paralegal	1	.1	.1	61.5
Parapro	1	.1	.1	61.6
Pastry Chef	1	.1	.1	61.8
Patient Registration	1	.1	.1	61.9
Patient Services Assistant II	1	.1	.1	62.0
PBI Tennis Professional	1	.1	.1	62.1
Personal Banker	1	.1	.1	62.3
PET/CT Tech; RT (N)	1	.1	.1	62.4
PGY1 Pharmacy Resident	1	.1	.1	62.5
Pharmacist	13	1.6	1.6	64.1
Pharmacist and Clinical Services Coordinator	1	.1	.1	64.3
Pharmacist Co-Manager	1	.1	.1	64.4
Pharmacist Intern	1	.1	.1	64.5
Pharmacy Business Analyst	1	.1	.1	64.6
Pharmacy Intern	3	.4	.4	65.0
Pharmacy Intern (Also Grad Student)	1	.1	.1	65.1
Pharmacy Manager	3	.4	.4	65.5
Pharmacy Resident	5	.6	.6	66.1
Physical Therapy Aide	1	.1	.1	66.3
Plant Manager	2	.3	.3	66.5
Plastic & Product Coordinator	1	.1	.1	66.6
Police Officer	7	.9	.9	67.5

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Post Acute Care Coordinator	1	.1	.1	67.6
Preschool co-lead teacher four year old classroom	1	.1	.1	67.8
President	1	.1	.1	67.9
Probation Clerk/Officer	1	.1	.1	68.0
Probation Officer	1	.1	.1	68.1
Process Engineer	4	.5	.5	68.6
Process Engineer I	1	.1	.1	68.8
Process Excellence RN	1	.1	.1	68.9
Process Plastic Engineer	1	.1	.1	69.0
Producer/Video Editor	1	.1	.1	69.1
Product Designer	1	.1	.1	69.3
Product Engineer	3	.4	.4	69.6
Product Engineer II	1	.1	.1	69.8
Product Support Specialist	1	.1	.1	69.9
Product Validation & Test Engineer	1	.1	.1	70.0
Production Coordinator	1	.1	.1	70.1
Production Engineer	1	.1	.1	70.3
Program chair/faculty	1	.1	.1	70.4
Program Coordinator	1	.1	.1	70.5
Program Director	1	.1	.1	70.6
Program Supervisor	1	.1	.1	70.8
Project Assistant	1	.1	.1	70.9
Project Coordinator	1	.1	.1	71.0
Project Development Analyst	1	.1	.1	71.1
Project Engineer	2	.3	.3	71.4
Project Engineer/ A. Project Manager	1	.1	.1	71.5
Project Manager	8	1.0	1.0	72.5
Project Manager/Manufacturing Engineer	1	.1	.1	72.6
Project Mgr in IS	1	.1	.1	72.8
Project Quality Control Manager	1	.1	.1	72.9
Property Analyst	1	.1	.1	73.0
Property Team Leader	1	.1	.1	73.1
PT Dental Hygienist/PT Pre-Planned Funeral Advisor	1	.1	.1	73.3
Public Health Nurse/Program Coordinator	1	.1	.1	73.4
Public Safety Officer	1	.1	.1	73.5
Purchasing/Planning	1	.1	.1	73.6
Quality & Safety Coordinator	1	.1	.1	73.8
Quality Assurance Supervisor	1	.1	.1	73.9
Quality Data Specialist	1	.1	.1	74.0
Quality Engineer	1	.1	.1	74.1
Quality Engineer/CI Specialist (SCM)	1	.1	.1	74.3
Quality Label Making	1	.1	.1	74.4
Radiographer	4	.5	.5	74.9
Radiologic Technologist	3	.4	.4	75.3
Radiologic Technologist/Computer Tomography Technologist	1	.1	.1	75.4
RDH, BS	1	.1	.1	75.5
Reagent Support Chemist	1	.1	.1	75.6
Receptionist	1	.1	.1	75.8
Registered Dental Hygienist	7	.9	.9	76.6
Registered Dental Hygienist/Dental Asst	1	.1	.1	76.8
Registered Radiologic Technologist	1	.1	.1	76.9
Reporting Consultant	1	.1	.1	77.0
Research & Development	1	.1	.1	77.1
Resident Advisor & student	1	.1	.1	77.3
Resource Nurse	1	.1	.1	77.4

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Respiratory Therapist	4	.5	.5	77.9
Respiratory Therapist II	1	.1	.1	78.0
Retail	1	.1	.1	78.1
RN	21	2.6	2.6	80.8
RN (Hospice & Critical Care)	1	.1	.1	80.9
RN BSN	1	.1	.1	81.0
RN Care Manager	1	.1	.1	81.1
RN Case Mgr (Hospice)	1	.1	.1	81.3
RN Hybrid Care Mgr	1	.1	.1	81.4
RN-BSN	1	.1	.1	81.5
RN, Charge Nurse	1	.1	.1	81.6
RN; staff nurse/lean facilitator	1	.1	.1	81.8
RRT	1	.1	.1	81.9
Sales & Svc Associate	1	.1	.1	82.0
Sales Application Engineer	1	.1	.1	82.1
Sales Associate	1	.1	.1	82.3
Sales Associate/Move-in Coordinator	1	.1	.1	82.4
Sales Coordinator	1	.1	.1	82.5
Sales Representative	2	.3	.3	82.8
Screenprint Separations Artist	1	.1	.1	82.9
Scribe	2	.3	.3	83.1
Secondary Math Instructor	1	.1	.1	83.3
Secretary	1	.1	.1	83.4
Security	1	.1	.1	83.5
Security Analyst	1	.1	.1	83.6
Security Engineer	1	.1	.1	83.8
Security Officer	4	.5	.5	84.3
Senior Technology Project Leader	1	.1	.1	84.4
SENIOR WORKER-DEPT. TECH	1	.1	.1	84.5
Server	1	.1	.1	84.6
Server Administrator	1	.1	.1	84.8
Service Advisor	2	.3	.3	85.0
Service Mgr/Ag Mechanic	1	.1	.1	85.1
Service tech 1	1	.1	.1	85.3
Service Technician	2	.3	.3	85.5
Service Technition	1	.1	.1	85.6
Service Trainee	1	.1	.1	85.8
Service/Sales Rep	1	.1	.1	85.9
Services Specialist	1	.1	.1	86.0
SFL (Shift Lead) Mgmt & Leadership	1	.1	.1	86.1
Sheriff Deputy	1	.1	.1	86.3
Shift Manager	1	.1	.1	86.4
Shop Manager	1	.1	.1	86.5
SIS	1	.1	.1	86.6
Small Business Owner	1	.1	.1	86.8
Social Catering Sales Manager	1	.1	.1	86.9
Social Studies Teacher	1	.1	.1	87.0
Software and Technical Analyst 1	1	.1	.1	87.1
Software developer	1	.1	.1	87.3
Software engineer	1	.1	.1	87.4
Software Engineer	2	.3	.3	87.6
Sr Applications Analyst	1	.1	.1	87.8
Sr HVAC Technician	1	.1	.1	87.9
Sr Project Mgmt Coordinator	1	.1	.1	88.0
Staff Accountant	2	.3	.3	88.3
Staff Pharmacist	8	1.0	1.0	89.3
Staff RN on an acute unit	1	.1	.1	89.4
Staffing Coordinator	1	.1	.1	89.5

q10 Title

	Frequency	Percent	Valid Percent	Cumulative Percent
Staffing Manager	1	.1	.1	89.6
Stocker/Back of House Team Member	1	.1	.1	89.8
Store Manager	1	.1	.1	89.9
Student	1	.1	.1	90.0
Student Service Rep III	1	.1	.1	90.1
Substitute Teacher	1	.1	.1	90.3
Supervisor	1	.1	.1	90.4
Supervisory Coordinator for Pt Access Dept	1	.1	.1	90.5
Supply chain Analyst	1	.1	.1	90.6
Surveyor	1	.1	.1	90.8
Surveyor in training	1	.1	.1	90.9
Svc Technician	1	.1	.1	91.0
Svc Technician Apprentice	1	.1	.1	91.1
Systems Analyst	1	.1	.1	91.3
Systems Engineer	1	.1	.1	91.4
Systems Monitor	1	.1	.1	91.5
Systems Technician	1	.1	.1	91.6
TA	1	.1	.1	91.8
Talent Acquisition Coordinator	1	.1	.1	91.9
Target Protection Specialist	1	.1	.1	92.0
Teacher	3	.4	.4	92.4
Teaching Assistant	1	.1	.1	92.5
Tead Lead Validation Technician	1	.1	.1	92.6
Technical Sales	1	.1	.1	92.8
Technical Specialist II	1	.1	.1	92.9
Technical Support Representative	1	.1	.1	93.0
Technical Svc Rep	1	.1	.1	93.1
Technician	1	.1	.1	93.3
Technology Director	1	.1	.1	93.4
Templine Offloader	1	.1	.1	93.5
Tennis Professional	1	.1	.1	93.6
Test Engineer	1	.1	.1	93.8
Training Specialist	1	.1	.1	93.9
Transportation Coordinator	1	.1	.1	94.0
Transportation Security Officer	1	.1	.1	94.1
Trooper	1	.1	.1	94.3
Tuition Financing Consultant	1	.1	.1	94.4
Ultrasonographer	1	.1	.1	94.5
Ultrasound Tech	1	.1	.1	94.6
Union Chairperson	1	.1	.1	94.8
User Experience Designer	1	.1	.1	94.9
Vendor Analyst	1	.1	.1	95.0
Veterans Service Representative	1	.1	.1	95.1
Virtual Product Developer	1	.1	.1	95.3
VP of Academics & Student Svcs	1	.1	.1	95.4
VP-Student Services	1	.1	.1	95.5
Ware House Manager	1	.1	.1	95.6
warehouse employee	1	.1	.1	95.8
Warehouse Person	1	.1	.1	95.9
Warehouse Worker	1	.1	.1	96.0
Website Designer	1	.1	.1	96.1
Wedding Photographer	1	.1	.1	96.3
Welding Engineer	27	3.4	3.4	99.6
Welding Engineer, CWI (AIP:1104), VT LVL II, LVLIII NDT Designee	1	.1	.1	99.8
Youth Development Worker	1	.1	.1	99.9
Youth Specialist	1	.1	.1	100.0
Total	800	100.0	100.0	

q11 Name of employer/company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		141	17.6	17.6	17.6
	24 Hr Homecare	1	.1	.1	17.8
	906 Technologies	1	.1	.1	17.9
	A.K. Rikk's	1	.1	.1	18.0
	Addiction Treatment Services	1	.1	.1	18.1
	Advance Security	1	.1	.1	18.3
	Advanced Care Pharmacy	2	.3	.3	18.5
	Advanced Family Dental	1	.1	.1	18.6
	Advantage Benefits Group	1	.1	.1	18.8
	ADVANTAGE SALES AND MARKETING	1	.1	.1	18.9
	Aerotek	1	.1	.1	19.0
	Aetna Insurance	1	.1	.1	19.1
	Affiliated Engineers Inc	1	.1	.1	19.3
	Aiges	1	.1	.1	19.4
	AIS	1	.1	.1	19.5
	Alcoa	1	.1	.1	19.6
	Alcoa Howmet	1	.1	.1	19.8
	Alcona Health Centers	1	.1	.1	19.9
	Alex Products, Inc.	1	.1	.1	20.0
	Allegan General Hospital	1	.1	.1	20.1
	Allegan Public Schools	1	.1	.1	20.3
	Allegiance Health	1	.1	.1	20.4
	Allegiance Hospital	1	.1	.1	20.5
	Alliance Radiology	1	.1	.1	20.6
	Alpena Agency	1	.1	.1	20.8
	Alpena Regional Medical Center	1	.1	.1	20.9
	Alpine Eye Care	1	.1	.1	21.0
	Alta Equipment Co	1	.1	.1	21.1
	AMO	1	.1	.1	21.3
	Andrew McMahon in the Wilderness	1	.1	.1	21.4
	Andrews University	1	.1	.1	21.5
	Ann Arbor Police Dept	1	.1	.1	21.6
	Applied Medical	1	.1	.1	21.8
	Aramark	1	.1	.1	21.9
	Armacell LLC	1	.1	.1	22.0
	Armor Express	2	.3	.3	22.3
	Ascension Health	1	.1	.1	22.4
	Aspen Surgical	1	.1	.1	22.5
	AT&T	1	.1	.1	22.6
	Auto Owners Insurance Company	1	.1	.1	22.8
	Auto-Owners Insurance	1	.1	.1	22.9
	Avalign Technologies	1	.1	.1	23.0
	Avanti Press Inc	1	.1	.1	23.1
	AVL	1	.1	.1	23.3
	Avon Protection Systems	1	.1	.1	23.4
	AXIS Integration	1	.1	.1	23.5
	Baldwin Community Schools	1	.1	.1	23.6
	Bankers Life and Casualty Company	1	.1	.1	23.8
	BCBS/Blue Care Network of Michigan/United Auto Workers (UAW)	1	.1	.1	23.9
	Beaumont Health System	1	.1	.1	24.0
	Benteler Automotive	1	.1	.1	24.1
	Benteler Automotive Corp	1	.1	.1	24.3
	Benzie Co Sheriff's Dept	1	.1	.1	24.4
	Best Drug Rehabilitation	1	.1	.1	24.5
	Black Lake Studio & Press	1	.1	.1	24.6
	Booking.com	1	.1	.1	24.8
	Bosch	2	.3	.3	25.0

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Bouwer Electric	1	.1	.1	25.1
Brink's Machine Co.	1	.1	.1	25.3
Bronson at Home	1	.1	.1	25.4
Bronson Hospital	1	.1	.1	25.5
Brookdale	1	.1	.1	25.6
Bucher Hydraulics	1	.1	.1	25.8
Buckley Community Schools	1	.1	.1	25.9
Burcham Hills Retirement Community	1	.1	.1	26.0
Byrne Electrical Specialists	1	.1	.1	26.1
Cadillac Family Physicians	1	.1	.1	26.3
Camp Bow Wow	1	.1	.1	26.4
Cannon Remodeling	1	.1	.1	26.5
Car City Supercenter	1	.1	.1	26.6
Cardinal Glass	1	.1	.1	26.8
Care provider	1	.1	.1	26.9
CareForward Health www.care-forward.com	1	.1	.1	27.0
Carey Farms	1	.1	.1	27.1
Cbre	1	.1	.1	27.3
CBRE ESI	1	.1	.1	27.4
CDK Global	1	.1	.1	27.5
Cesar E Chavez Elementary	1	.1	.1	27.6
Chardonay Dialysis	1	.1	.1	27.8
Charter Township of Garfield	1	.1	.1	27.9
Chase Plastic Services, Inc.	1	.1	.1	28.0
Chelsea Seekell Photography	1	.1	.1	28.1
Chevrolet Buick Dealership	1	.1	.1	28.2
Child & Family Services of NW Michigan	1	.1	.1	28.4
Chippewa Nature Ctr	1	.1	.1	28.5
Christian Reformed Church in North America	1	.1	.1	28.6
Chrysler	3	.4	.4	29.0
City of Chula Vista	1	.1	.1	29.1
City of Farmington	1	.1	.1	29.3
City of Grand Rapids	1	.1	.1	29.4
City of Grand Rapids Environmental Services Department	1	.1	.1	29.5
City of Indianapolis - Marion County	1	.1	.1	29.6
City of Wyoming	1	.1	.1	29.8
Clark Accounting Svcs Inc	1	.1	.1	29.9
Clark Construction Company	1	.1	.1	30.0
Clearesult	1	.1	.1	30.1
Clearwater Farms	1	.1	.1	30.3
Colfax Corp (Colfax Fluid Handling, Portland Valve LLC)	1	.1	.1	30.4
College of Western Idaho	1	.1	.1	30.5
Color House Graphics	1	.1	.1	30.6
Columbiana Hi-Tech	1	.1	.1	30.8
Community First Federal Credit Union	1	.1	.1	30.9
Community Mental Health for Central Michigan	1	.1	.1	31.0
Concur Technologies	1	.1	.1	31.1
Consumers Energy	1	.1	.1	31.3
Covenant Healthcare	1	.1	.1	31.4
Covenant Healthcare/MidMichigan Health	1	.1	.1	31.5
CRC-Evans	1	.1	.1	31.6
Crossroads Charter Academy	1	.1	.1	31.8
Crowe Horwath	1	.1	.1	31.9
Crowne Plaza Hotel	1	.1	.1	32.0
Cummins East	2	.3	.3	32.3
Cvs	1	.1	.1	32.4

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
CVS	5	.6	.6	33.0
CVS Health	1	.1	.1	33.1
CVS/	1	.1	.1	33.3
Daimler AG	1	.1	.1	33.4
Davenport University, Lansing Campus	1	.1	.1	33.5
Defense Logistic Agency	1	.1	.1	33.6
Dennis-Yarmouth Regional Schools	1	.1	.1	33.8
Dental Dreams	1	.1	.1	33.9
Dental Health Professions	1	.1	.1	34.0
Dentistry by Design/Trecoa	1	.1	.1	34.1
Denver Dental Specialties	1	.1	.1	34.3
Department Of Homeland Security	1	.1	.1	34.4
Department of Veteran Affairs	1	.1	.1	34.5
Dept of Army	1	.1	.1	34.6
Detroit Country Day School	1	.1	.1	34.8
Detroit Medical Ctr	1	.1	.1	34.9
Detroit Tigers	1	.1	.1	35.0
DeVos Children's Hospital	1	.1	.1	35.1
Diplomat Pharmacy	1	.1	.1	35.3
District Court	1	.1	.1	35.4
District Health Dept #10	1	.1	.1	35.5
District Health Dept #2	1	.1	.1	35.6
Dobson Healthcare Services, Inc.	1	.1	.1	35.8
Dominion Mechanical	1	.1	.1	35.9
DoubleTree - Hilton Hotels	1	.1	.1	36.0
Dow Chemical	1	.1	.1	36.1
Dri-Design	1	.1	.1	36.3
Drive And Shine	1	.1	.1	36.4
Early Learning Neighborhood Collaborative	1	.1	.1	36.5
Easi Engineering for Detroit Diesel	1	.1	.1	36.6
Eastern Iowa Community Colleges	1	.1	.1	36.8
Eastern Michigan Kenworth/Berger Dealer Group	1	.1	.1	36.9
Eaton Corp	1	.1	.1	37.0
Eaton Rapids Public Schools	1	.1	.1	37.1
Echo Global Logistics	1	.1	.1	37.3
EENHOORN LLC	1	.1	.1	37.4
Eimo Technologies	1	.1	.1	37.5
Elm Creek Lawn & Landscape	1	.1	.1	37.6
Elwood Staffing	1	.1	.1	37.8
Embree Dentistry	1	.1	.1	37.9
Enterprise Rent A Car	1	.1	.1	38.0
Environment Architects	1	.1	.1	38.1
Eskenazi Health	1	.1	.1	38.3
euro-peds	1	.1	.1	38.4
Ewart Public Schools	1	.1	.1	38.5
Evergreen Resort	1	.1	.1	38.6
Exclusive Finish Solutions	1	.1	.1	38.8
F.H. Paschen S. N. Neilsen	1	.1	.1	38.9
Family Fare	1	.1	.1	39.0
Family Fitness	1	.1	.1	39.1
Family Tree Medical Associates	1	.1	.1	39.3
Ferris State	1	.1	.1	39.4
Ferris State University	14	1.8	1.8	41.1
Ferris State University, Tot's Place	1	.1	.1	41.3
Fifth Third Bank	1	.1	.1	41.4
First Merit Bank	1	.1	.1	41.5
Flexible Plan Investments	1	.1	.1	41.6

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Florida Fish and Wildlife Conservation Commission	1	.1	.1	41.8
Focus Family Eyecare	1	.1	.1	41.9
Ford	1	.1	.1	42.0
Ford Motor Co.	1	.1	.1	42.1
Fox Run	1	.1	.1	42.3
Francos athletic club	1	.1	.1	42.4
Franklin Energy Services	1	.1	.1	42.5
FSU	1	.1	.1	42.6
GA Piedmont Technical College	1	.1	.1	42.8
GE Aviation	1	.1	.1	42.9
Gemini Group	1	.1	.1	43.0
General Motors	7	.9	.9	43.9
General Optical	1	.1	.1	44.0
Genesee Co Health Dept	2	.3	.3	44.3
Genesee County Sheriff's Office	1	.1	.1	44.4
Genesee Valley Regional Ctr	1	.1	.1	44.5
Genpact	1	.1	.1	44.6
Gentex	1	.1	.1	44.8
Gentex Corporation	1	.1	.1	44.9
Gentex Inc.	1	.1	.1	45.0
Gerbel & Company, PC	1	.1	.1	45.1
Gerrish Twp Police Dept	1	.1	.1	45.3
Giffels Webster	1	.1	.1	45.4
Gilson Graphics Inc	1	.1	.1	45.5
GISD	1	.1	.1	45.6
GKN Aerospace	1	.1	.1	45.8
Glen Lake Schools	1	.1	.1	45.9
GM	3	.4	.4	46.3
GNC	1	.1	.1	46.4
Good Samaritan Hospital	1	.1	.1	46.5
GR Child Discovery Ctr	1	.1	.1	46.6
Grand Rapids Chair Company	1	.1	.1	46.8
Grand Rapids Public School District	1	.1	.1	46.9
Grand Traverse Co	1	.1	.1	47.0
Grandville Family Dental Care	1	.1	.1	47.1
GRCC	1	.1	.1	47.3
Green Country Church	1	.1	.1	47.4
Greenville Public Schools	1	.1	.1	47.5
GRPS	1	.1	.1	47.6
Hannah Elizabeth Designs	1	.1	.1	47.8
Harbor Town Dental/West Michigan Dentistry	1	.1	.1	47.9
Hastings Manufacturing Company	1	.1	.1	48.0
Haworth	1	.1	.1	48.1
Head Start	1	.1	.1	48.3
Health Care Service Corp	1	.1	.1	48.4
Health Enhancement Systems	1	.1	.1	48.5
Heart Truss	1	.1	.1	48.6
Henry Ford College	1	.1	.1	48.8
Henry Ford Health System	3	.4	.4	49.1
Henry Ford Hospital	1	.1	.1	49.3
Hertz Equipment Rental	1	.1	.1	49.4
Holicki Eye Centers	1	.1	.1	49.5
Holland Hospital	4	.5	.5	50.0
Holland Hospital/Metro Health	1	.1	.1	50.1
Hospital	1	.1	.1	50.2
HP Enterprises	1	.1	.1	50.4
Huizen's Furniture	1	.1	.1	50.5

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Hunter Engineering	1	.1	.1	50.6
Hurst Mechanical	1	.1	.1	50.7
Hyatt	1	.1	.1	50.9
Hyatt Corporation	1	.1	.1	51.0
Hyatt Regency Louisville	1	.1	.1	51.1
I will not provide this information as it could potentially identify me and thus make this survey non-anonymous	1	.1	.1	51.2
IMFLUZ	1	.1	.1	51.4
Imperial Diesel Service	1	.1	.1	51.5
Innotec	1	.1	.1	51.6
Inspec.inc	1	.1	.1	51.7
Integrated Architecture	1	.1	.1	51.9
Interlake Steamship Company	1	.1	.1	52.0
Intex Technologies	1	.1	.1	52.1
INVIA LLC.	1	.1	.1	52.3
IRCO Automation	1	.1	.1	52.4
Ireland Home Based Services	1	.1	.1	52.5
ITW	1	.1	.1	52.6
J.R. Automation	1	.1	.1	52.8
J&J's River Run	1	.1	.1	52.9
Jackson Dawson	1	.1	.1	53.0
Jireh Metal Product	1	.1	.1	53.1
JLL	1	.1	.1	53.3
JMS of Holland	1	.1	.1	53.4
JNL Child Development Center	1	.1	.1	53.5
John Deere	1	.1	.1	53.6
John E. Green Co	1	.1	.1	53.8
Johnson Controls Inc	1	.1	.1	53.9
Johnson Rauhoff	1	.1	.1	54.0
Kalamazoo County 8th District Court	1	.1	.1	54.1
Kebs Inc	1	.1	.1	54.3
Kendall College of Art and Design	1	.1	.1	54.4
Kent Companies	1	.1	.1	54.5
Kent Country Club	1	.1	.1	54.6
Kent County	1	.1	.1	54.8
Kentucky State Police	1	.1	.1	54.9
Kentwood Office Furniture	2	.3	.3	55.1
Kentwood Public Schools	1	.1	.1	55.3
Kirsh Leach & Associates	1	.1	.1	55.4
Knape & Vogt Manufacturing	1	.1	.1	55.5
Kraftube, Inc.	1	.1	.1	55.6
Kroger	1	.1	.1	55.8
L&W Engineering	1	.1	.1	55.9
La Fille Gallery	1	.1	.1	56.0
Lake Huron Medical Center	1	.1	.1	56.1
Lake Land College	1	.1	.1	56.3
Lakeshore Med Ctr	1	.1	.1	56.4
Lansing Board of Water & Light	1	.1	.1	56.5
Latino Business and Economic Development Center	1	.1	.1	56.6
Lauren James Studio	1	.1	.1	56.8
Leelanau Sands Casino	1	.1	.1	56.9
Leland Public School	1	.1	.1	57.0
LG Chem	1	.1	.1	57.1
Lighthouse Academy	1	.1	.1	57.3
Lincoln Electric	1	.1	.1	57.4
Lincoln Land CC	1	.1	.1	57.5

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Lothamer Tax Resolution	1	.1	.1	57.6
Lululemon	1	.1	.1	57.8
Macallister Rentals	1	.1	.1	57.9
Macauto USA	1	.1	.1	58.0
Madeira Networks	1	.1	.1	58.1
Magna Engineered Glass	1	.1	.1	58.3
Mahle Engine Components	1	.1	.1	58.4
Major Tool & Machine	1	.1	.1	58.5
Makino	1	.1	.1	58.6
Manchester grand Hyatt San diego	1	.1	.1	58.8
Manulife Securities	1	.1	.1	58.9
Marine Engineer's Benefits Assn	1	.1	.1	59.0
Marmon Energy Svcs Co	1	.1	.1	59.1
Martha's Catering	1	.1	.1	59.3
Martin's Supermarket	1	.1	.1	59.4
Mary Free Bed	1	.1	.1	59.5
Match Frame Creative / Coastline Studios	1	.1	.1	59.6
McDonald's	1	.1	.1	59.8
McDurmon Distributing	1	.1	.1	59.9
McLaren	1	.1	.1	60.0
McLaren Flint	1	.1	.1	60.1
McLaren Greater Lansing	3	.4	.4	60.5
McLaren Healthcare	1	.1	.1	60.6
McLaren Hospital	2	.3	.3	60.9
McLaren Macomb	1	.1	.1	61.0
McLaren Macomb Hospital	1	.1	.1	61.1
MDHHS	1	.1	.1	61.3
MDOT	1	.1	.1	61.4
Mecosta County Area Chamber of Commerce	1	.1	.1	61.5
MedExpress Urgent Care	1	.1	.1	61.6
Medical Management Specialists	1	.1	.1	61.8
Meijer	4	.5	.5	62.3
Meijer Pharmacy	4	.5	.5	62.7
Mentor Partners Inc.	1	.1	.1	62.9
Mercy Health	5	.6	.6	63.5
Mercy Health Partners	2	.3	.3	63.7
Mercy Health Physician Partners	1	.1	.1	63.9
Mercy Health St. Mary's	2	.3	.3	64.1
Messer Construction Co	1	.1	.1	64.3
Metro Health Hospital/Montcalm CC	1	.1	.1	64.4
Metro Nashville Police Dept	1	.1	.1	64.5
MI Dept of Corrections	3	.4	.4	64.9
MI State Police	1	.1	.1	65.0
Michigan Caterpillar	1	.1	.1	65.1
Michigan Certification Board for Addiction Professionals	1	.1	.1	65.3
Michigan Department of Corrections	1	.1	.1	65.4
Michigan Department of Health and Human Services	1	.1	.1	65.5
Michigan Dept of Corrections	2	.3	.3	65.8
Michigan Endodontics	1	.1	.1	65.9
Michigan Eye Institute	1	.1	.1	66.0
Michigan Medical Products	1	.1	.1	66.1
Michigan Pain Consultants	1	.1	.1	66.3
Michigan State Police	1	.1	.1	66.4
Mid Michigan Midland	1	.1	.1	66.5
Midland County Juvenile Care Center	1	.1	.1	66.6
MidMichigan Health	2	.3	.3	66.9

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Midwest Engineering Systems	1	.1	.1	67.0
Mika Meyers PLC	1	.1	.1	67.1
Miler Electric Mfg.	4	.5	.5	67.6
Milford Polie Dept	1	.1	.1	67.8
Miller College	1	.1	.1	67.9
Miller Electric Mfg	1	.1	.1	68.0
Mitsubishi Electric	1	.1	.1	68.1
Moore and Bruggink	1	.1	.1	68.3
Moss Motorworks	1	.1	.1	68.4
Mott Community College	1	.1	.1	68.5
MTI	1	.1	.1	68.6
Munson Grayling Hospital	1	.1	.1	68.8
Munson Healthcare	2	.3	.3	69.0
Munson Medical Ctr	2	.3	.3	69.3
Munson of Cadillac	1	.1	.1	69.4
Munson Regional Hospital	1	.1	.1	69.5
Murray State University	1	.1	.1	69.6
Muskegon Co Sheriff's Office	1	.1	.1	69.8
Muskegon Community College	1	.1	.1	69.9
Muskegon County Sheriff's Office	1	.1	.1	70.0
Muskegon County Sheriffs Dept	1	.1	.1	70.1
Muskegon Lumberjacks; United States Hockey League	1	.1	.1	70.3
MVP Sports Clubs	1	.1	.1	70.4
My Community Dental Centers	1	.1	.1	70.5
N/A	1	.1	.1	70.6
Nartron	1	.1	.1	70.8
Nederveld	1	.1	.1	70.9
NEMCSA	1	.1	.1	71.0
NEMCSA Early Head Start	1	.1	.1	71.1
Neogen Corp	1	.1	.1	71.3
Newaygo County	1	.1	.1	71.4
Newaygo County RESA	1	.1	.1	71.5
Newport News Shipbuilding	1	.1	.1	71.6
Nexteer Automotive	2	.3	.3	71.9
NHA	1	.1	.1	72.0
Nifco America	1	.1	.1	72.1
North Ottawa Community Health System	1	.1	.1	72.3
North Ottawa Community Hospital	1	.1	.1	72.4
Northeast Michigan Council of Governments	1	.1	.1	72.5
Northern Michigan University	1	.1	.1	72.6
Northwest MI Community Action Agency	1	.1	.1	72.8
Northwestern Regional Airport Commission	1	.1	.1	72.9
Nuvar Inc	1	.1	.1	73.0
Oakland County	1	.1	.1	73.1
Oakland Schools	1	.1	.1	73.3
Octapharma Plasma	1	.1	.1	73.4
Ohio Attorney General	1	.1	.1	73.5
Optimed Specialty Pharmacy	1	.1	.1	73.6
Otsego Memorial Hospital	1	.1	.1	73.8
Pageworks (formerly Custom Printers)	1	.1	.1	73.9
Panera Bread	1	.1	.1	74.0
Parkland Coll	1	.1	.1	74.1
Parkview Health-Whitley Hospital	1	.1	.1	74.3
Pasco county sheriffs department	1	.1	.1	74.4
Penske Truck Leasing	1	.1	.1	74.5
Perrin Sportswear	1	.1	.1	74.6
Peter Burwash Int'l	1	.1	.1	74.8

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Petoskey High School	1	.1	.1	74.9
Pharmacy Care	1	.1	.1	75.0
Phoenix Children's Hospital	1	.1	.1	75.1
Pine Rest	1	.1	.1	75.3
Pine Rest; CMHS	1	.1	.1	75.4
Plastic Components Inc	1	.1	.1	75.5
Play Learn & Grown Inc/River's Edge Learning Tree	1	.1	.1	75.6
Pleva's Meats/Glen Lake Comm'y Schools	1	.1	.1	75.8
PM Environmental	1	.1	.1	75.9
Praxair Inc	1	.1	.1	76.0
Praxair Technology	1	.1	.1	76.1
Precision Aerospace Corp	1	.1	.1	76.3
Prefer not to say	1	.1	.1	76.4
Private family	1	.1	.1	76.5
Private Practice	1	.1	.1	76.6
Proper management	1	.1	.1	76.8
Prostaff Employment Solutions (Wolverine)	1	.1	.1	76.9
Public School	1	.1	.1	77.0
Pulmonary & Critical Care Consultants & Sparrow Hospital	1	.1	.1	77.1
Purdue University	1	.1	.1	77.3
Quicken Loans	2	.3	.3	77.5
R&E Automation	2	.3	.3	77.8
Rainbow Child Care Center	1	.1	.1	77.9
Randstad Technologies/Spectrum Health	1	.1	.1	78.0
Rapid-Line Inc	1	.1	.1	78.1
Ravago	1	.1	.1	78.3
RCCC	1	.1	.1	78.4
Rite Aid	3	.4	.4	78.8
Rosewood Elementary School	1	.1	.1	78.9
Ross Medical Ed Ctr	1	.1	.1	79.0
Royal Technologies	1	.1	.1	79.1
Ryba Marine Construction Co.	1	.1	.1	79.3
Saginaw Chippewa Tribal Police Dept	1	.1	.1	79.4
Saginaw ISD Head Start	1	.1	.1	79.5
San Franciscan	1	.1	.1	79.6
Sanilac County Sheriff's Office	1	.1	.1	79.8
Sanilac Family Court	1	.1	.1	79.9
Sauk Valley CC	1	.1	.1	80.0
Sauk Valley Community College	1	.1	.1	80.1
Schneider Tire/Lucidai Software	1	.1	.1	80.3
Schutte Metals	1	.1	.1	80.4
Sean Patrick Cox	1	.1	.1	80.5
Select Specialty Hospital	1	.1	.1	80.6
Self	1	.1	.1	80.8
Sequenom	1	.1	.1	80.9
Shape Corp	1	.1	.1	81.0
Shelby Public Schools	1	.1	.1	81.1
Sheraton - Remington Hotels	1	.1	.1	81.3
Sheridan Community Hospital	1	.1	.1	81.4
Shopko	1	.1	.1	81.5
Siemens Industry, Inc.	1	.1	.1	81.6
SignArt Inc	1	.1	.1	81.8
Sinclair Broadcasting/WPBN	1	.1	.1	81.9
Singh Mgmt	1	.1	.1	82.0
SMG	1	.1	.1	82.1
Smiles on Wheels	1	.1	.1	82.3
Snyder Drugs	1	.1	.1	82.4

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Social Security Administration	1	.1	.1	82.5
South Haven Health System	1	.1	.1	82.6
Sparrow Health System	1	.1	.1	82.8
Sparrow Hospital	1	.1	.1	82.9
SpartanNash	1	.1	.1	83.0
Spectrum Health	27	3.4	3.4	86.4
Spectrum Health (Gerber, Ludington)	1	.1	.1	86.5
Spectrum Health Butterworth Hospital	1	.1	.1	86.6
Spectrum Health Ludington	1	.1	.1	86.8
Spectrum Health Pennock	1	.1	.1	86.9
Spectrum Health- Butterworth	1	.1	.1	87.0
Spectrum Health- Priority Health	1	.1	.1	87.1
Spectrum health, and trinity health	1	.1	.1	87.3
Spicer Group	1	.1	.1	87.4
Springthrough Consulting	1	.1	.1	87.5
Sprinkles Cupcakes	1	.1	.1	87.6
Standard Plumbing	1	.1	.1	87.8
Stanley Black & Decker: CRC-Evans	1	.1	.1	87.9
State Farm	1	.1	.1	88.0
State Farm Insurance	1	.1	.1	88.1
State of Michigan Department of Corrections	1	.1	.1	88.3
State of Michigan	6	.8	.8	89.0
State of Michigan -Office of the Auditor General	1	.1	.1	89.1
Steelcase, Inc.	1	.1	.1	89.3
Steensma Novotny PLC	1	.1	.1	89.4
Stenger & Stenger	1	.1	.1	89.5
Stephen Wallace DDS	1	.1	.1	89.6
StonehengeNYC	1	.1	.1	89.8
Storage Pros Management LLC	1	.1	.1	89.9
Stratz Heating & Cooling	1	.1	.1	90.0
Stroh Corp	1	.1	.1	90.1
SUNY at Buffalo, Ross Eye Institute Orthoptic Program	1	.1	.1	90.3
Superior Smiles	1	.1	.1	90.4
Superpumper	1	.1	.1	90.5
Supplemental Health Care	1	.1	.1	90.6
Sussex Vision Ctr	1	.1	.1	90.8
Talmer Bank and Trust	1	.1	.1	90.9
Target Corporation	1	.1	.1	91.0
Teachers Credit Union	1	.1	.1	91.1
Team Detroit	1	.1	.1	91.3
Technical Truck & Trailer	1	.1	.1	91.4
Technique Inc	1	.1	.1	91.5
Tecumseh Police Dept	1	.1	.1	91.6
Telamon	1	.1	.1	91.8
Terumo Cardio Vascular Systems	1	.1	.1	91.9
Textron Specialized Vehicles	1	.1	.1	92.0
TGW Systems	1	.1	.1	92.1
The Country Club of Indianapolis	1	.1	.1	92.3
The Ferris Foundation/Ferris State University	1	.1	.1	92.4
The Pioneer Group	1	.1	.1	92.5
The Townsend Hotel	1	.1	.1	92.6
Think Chromatic	1	.1	.1	92.8
Thomson Reuters	2	.3	.3	93.0
Three Mile Family Dentistry	1	.1	.1	93.1
TIAA-CREF Tuition Financing Inc.	1	.1	.1	93.3
Toys R Us	1	.1	.1	93.4
Trane/Ingersoll Rand	1	.1	.1	93.5

q11 Name of employer/company

	Frequency	Percent	Valid Percent	Cumulative Percent
Tri-Cap	1	.1	.1	93.6
Trinity Health	1	.1	.1	93.8
Trinity Home Health Svcs	1	.1	.1	93.9
Tubelite Inc.	1	.1	.1	94.0
Tuscola Int School Dist/Tuscola Tech Ctr	1	.1	.1	94.1
U-M School of Public Health; Loranger Family Chiropractic	1	.1	.1	94.3
UEP Panels	1	.1	.1	94.4
Underbite Games	1	.1	.1	94.5
Uniform Color Company	1	.1	.1	94.6
United States Tennis Association	1	.1	.1	94.8
United Technical, Inc.	1	.1	.1	94.9
Universal Forest Products	1	.1	.1	95.0
Universal Mind	1	.1	.1	95.1
University Club of Grand Rapids	1	.1	.1	95.3
University of Colorado at Boulder	1	.1	.1	95.4
University of Colorado Health	1	.1	.1	95.5
University of Indianapolis	1	.1	.1	95.6
University of Kentucky Healthcare	1	.1	.1	95.8
University of Michigan	1	.1	.1	95.9
University of Michigan Health System	1	.1	.1	96.0
UPS	1	.1	.1	96.1
US Engineering Technology	1	.1	.1	96.3
USPS	1	.1	.1	96.4
Verizon	1	.1	.1	96.5
Vertex Integration	1	.1	.1	96.6
Veteran Affairs Medical Center	1	.1	.1	96.8
VF Corporated	1	.1	.1	96.9
Visualhero Design Co.	1	.1	.1	97.0
VML	2	.3	.3	97.3
Wal-Mart	1	.1	.1	97.4
Walgreen's	3	.4	.4	97.8
Walgreens	1	.1	.1	97.9
Walmart	1	.1	.1	98.0
Walmart Health and Wellness	1	.1	.1	98.1
Waters Edge Builders/NM Designs	1	.1	.1	98.3
Watson Benzie LLC Chrysler	1	.1	.1	98.4
Wayne State University	1	.1	.1	98.5
West MI Pain	1	.1	.1	98.6
Weston Solutions	1	.1	.1	98.8
White Cloud Public Schools	1	.1	.1	98.9
William S. Middleton Memorial Veterans Hospital (Veterans Health Administration)	1	.1	.1	99.0
Wolgast Corporation	1	.1	.1	99.1
Wolverine World Wide	1	.1	.1	99.3
Women's Basketball Coaches Assn	1	.1	.1	99.4
Wyandotte Police Dept	1	.1	.1	99.5
Wyoming Dept of Corrections	1	.1	.1	99.6
Wyoming Police Department	1	.1	.1	99.8
Wyoming Public Schools; Gladiola Elementary	1	.1	.1	99.9
Yorkville Comm ISD #115/Oswego SD #308	1	.1	.1	100.0
Total	800	100.0	100.0	

q12 City, State/Country

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		132	16.5	16.5	16.5
	All over U.P., based out of Jackson, MI.	1	.1	.1	16.6
	Allegan, MI	2	.3	.3	16.9
	Alma, MI	1	.1	.1	17.0
	Alpena, MI	4	.5	.5	17.5
	Ann Arbor, MI	9	1.1	1.1	18.6
	Appleton, WI	7	.9	.9	19.5
	Asheville, NC	1	.1	.1	19.6
	Aspen, CO	1	.1	.1	19.8
	Atlanta, GA	2	.3	.3	20.0
	Auburn Hills, MI	1	.1	.1	20.1
	Augusta, GA	1	.1	.1	20.3
	Baldwin, MI	1	.1	.1	20.4
	Battle Creek, MI	3	.4	.4	20.8
	Bay City, MI	4	.5	.5	21.3
	Belmont, MI	2	.3	.3	21.5
	Benton Harbor, MI	2	.3	.3	21.8
	Benzonia, MI	2	.3	.3	22.0
	Berkley, MI	1	.1	.1	22.1
	Berrien Springs, MI	1	.1	.1	22.3
	Beverly Hills, CA	1	.1	.1	22.4
	Beverly Hills, MI	1	.1	.1	22.5
	Big Rapids, MI	1	.1	.1	22.6
	Big Rapids, MI	30	3.8	3.8	26.4
	Big Rapids, MI; Reed City, MI	1	.1	.1	26.5
	Birmingham, MI	2	.3	.3	26.8
	Blissfield, MI	1	.1	.1	26.9
	Bloomfield Hills, MI	1	.1	.1	27.0
	Bloomington, IN	1	.1	.1	27.1
	Boise, ID	1	.1	.1	27.3
	Boulder, CO	1	.1	.1	27.4
	Bridgeton, MO	1	.1	.1	27.5
	Brighton, MI	1	.1	.1	27.6
	Britton, MI	1	.1	.1	27.8
	Buckley, MI	1	.1	.1	27.9
	Buffalo, NY	1	.1	.1	28.0
	Burr Ridge, IL	1	.1	.1	28.1
	Byron Center, MI	2	.3	.3	28.4
	Cadillac, MI	5	.6	.6	29.0
	Calendonia, MI	1	.1	.1	29.1
	California	1	.1	.1	29.3
	Canada	1	.1	.1	29.4
	Canal Winchester, OH	1	.1	.1	29.5
	Canton, MI	4	.5	.5	30.0
	Caro, MI	2	.3	.3	30.3
	Cass City, MI	1	.1	.1	30.4
	Cave Creek, AZ	1	.1	.1	30.5
	Cedar, MI; Maple City, MI	1	.1	.1	30.6
	Central Lake, MI	2	.3	.3	30.9
	Champaign, IL	1	.1	.1	31.0
	Charlevoix, MI	1	.1	.1	31.1
	Cheboygan, MI	1	.1	.1	31.3
	Chicago, IL	6	.8	.8	32.0
	Chula Vista, CA	1	.1	.1	32.1
	Clarkston, GA	1	.1	.1	32.3
	Clarkston, MI	3	.4	.4	32.6
	Cleveland, OH	3	.4	.4	33.0
	Clinton Twp, MI	2	.3	.3	33.3

q12 City, State/Country

	Frequency	Percent	Valid Percent	Cumulative Percent
Clio, MI	1	.1	.1	33.4
Coldwater, MI	1	.1	.1	33.5
Colorado Springs, CO	1	.1	.1	33.6
Columbia City, IN	1	.1	.1	33.8
Columbus, OH	2	.3	.3	34.0
Comstock Park, MI	2	.3	.3	34.3
Conover, NC	1	.1	.1	34.4
Crest Hill, IL	1	.1	.1	34.5
Crown Point, IN	1	.1	.1	34.6
Dearborn, MI	5	.6	.6	35.3
Des Moines, IA	1	.1	.1	35.4
Detroit, MI	17	2.1	2.1	37.5
Detroit, MI-Terretory in Western MI	1	.1	.1	37.6
Dexter, MI	1	.1	.1	37.8
Dimondale, MI	1	.1	.1	37.9
Dixon, IL	2	.3	.3	38.1
Eagan, MN	1	.1	.1	38.3
East Granby, CT	1	.1	.1	38.4
East Lansing, MI	3	.4	.4	38.8
Eaton Rapids, MI	1	.1	.1	38.9
El Cajon, CA	1	.1	.1	39.0
Esterro, FL	1	.1	.1	39.1
Evart, MI	2	.3	.3	39.4
Fairbanks, AK	1	.1	.1	39.5
Fargo, ND	2	.3	.3	39.8
Farmington Hills, MI	1	.1	.1	39.9
Farmington, MI	1	.1	.1	40.0
Farwell, MI	1	.1	.1	40.1
Fenton, MI	2	.3	.3	40.4
Flat Rock, MI	1	.1	.1	40.5
Flint, MI	11	1.4	1.4	41.9
Floating in the central lower peninsula of MI	1	.1	.1	42.0
Frankfort, KY	1	.1	.1	42.1
Freeland, MI	1	.1	.1	42.3
Fremont, IN	1	.1	.1	42.4
Fremont, MI	2	.3	.3	42.6
Fremont, MI; Ludington, MI	1	.1	.1	42.8
Frisco, CO	1	.1	.1	42.9
Ft. Wayne, IN	1	.1	.1	43.0
Galesburg, MI	1	.1	.1	43.1
Gaylord, MI	4	.5	.5	43.6
Geilmantown, WI	1	.1	.1	43.8
Gladwin, MI	1	.1	.1	43.9
Grand Haven, MI	4	.5	.5	44.4
Grand Rapids MI	1	.1	.1	44.5
Grand Rapids, MI	104	13.0	13.0	57.5
Grand Rapids, MI; Kalamazoo, MI	1	.1	.1	57.6
Grand Rapids, MI; Rockford, MI	1	.1	.1	57.8
Grand Rapids, MI; Sydney, MI	1	.1	.1	57.9
Grandville, MI	3	.4	.4	58.3
Granger, IN	2	.3	.3	58.5
Grayling, MI	1	.1	.1	58.6
Great Lakes	1	.1	.1	58.8
Greensboro, GA	1	.1	.1	58.9
Greenville, MI	5	.6	.6	59.5
Grosse Pointe, MI	1	.1	.1	59.6
Hamalton, OH	1	.1	.1	59.8
Hancock, MI	1	.1	.1	59.9

q12 City, State/Country

	Frequency	Percent	Valid Percent	Cumulative Percent
Harbor Springs, MI	1	.1	.1	60.0
Hart, MI	2	.3	.3	60.3
Hastings, MI	3	.4	.4	60.6
Hastings, MI; Ann Arbor, MI	1	.1	.1	60.8
Hastings, NE	1	.1	.1	60.9
Holland, MI	15	1.9	1.9	62.7
Holland, MI; Grand Rapids, MI	1	.1	.1	62.9
Holly, MI	1	.1	.1	63.0
Honolulu, HI	2	.3	.3	63.2
Horsham, PA	1	.1	.1	63.4
Houston, TX	3	.4	.4	63.7
Howell, MI	1	.1	.1	63.9
Hudsonville, MI	3	.4	.4	64.3
I will not provide this information as it could potentially identify me and thus make this survey non-anonymous	1	.1	.1	64.4
Indianapolis, IN	6	.8	.8	65.1
Ionia, MI	2	.3	.3	65.4
Irvine, CA	1	.1	.1	65.5
Jackson, MI	5	.6	.6	66.1
Jenison, MI	1	.1	.1	66.3
Kalamazoo, MI	8	1.0	1.0	67.3
Kennersville, NC	1	.1	.1	67.4
Kent County	1	.1	.1	67.5
Kentwood, MI	2	.3	.3	67.8
Lafayette, CO	1	.1	.1	67.9
LaGrange, IL	1	.1	.1	68.0
Lakeview, MI	1	.1	.1	68.1
Land o Lakes, FL	1	.1	.1	68.3
Lansing, MI	27	3.4	3.4	71.6
Lapeer, MI	1	.1	.1	71.8
Law Firm	1	.1	.1	71.9
Leland, MI	1	.1	.1	72.0
Lexington, KY	1	.1	.1	72.1
Lilburn, GA	1	.1	.1	72.3
Livonia, MI	3	.4	.4	72.6
Los Angeles, CA	2	.3	.3	72.9
Louisiana	1	.1	.1	73.0
Louisville, KY	1	.1	.1	73.1
Loveland, CO	1	.1	.1	73.3
Ludington, MI	3	.4	.4	73.6
Macomb, MI	1	.1	.1	73.8
Madison, WI	1	.1	.1	73.9
Mancelona, MI	1	.1	.1	74.0
Manistee, MI	2	.3	.3	74.3
Maple City, MI	1	.1	.1	74.4
Marne, MI	1	.1	.1	74.5
Marquette, MI	3	.4	.4	74.9
Mattoon, IL	1	.1	.1	75.0
MI	1	.1	.1	75.1
MI-Lakeview, Greenville, Fremont	1	.1	.1	75.3
Michigan	3	.4	.4	75.6
Michigan City, IN	1	.1	.1	75.8
Michigan/Alabama	1	.1	.1	75.9
Middleville, MI	1	.1	.1	76.0
Midland, MI	10	1.3	1.3	77.3
Milford, MI	1	.1	.1	77.4
Milwaukee, WI	2	.3	.3	77.6

q12 City, State/Country

	Frequency	Percent	Valid Percent	Cumulative Percent
Mio, MI	2	.3	.3	77.9
Monroe, MI	1	.1	.1	78.0
Montreal, Canada	1	.1	.1	78.1
Monument, CO	1	.1	.1	78.3
Morley, MI	2	.3	.3	78.5
Mount Clemens, MI	1	.1	.1	78.6
Mt. Clemens, MI	3	.4	.4	79.0
Mt. Pleasant, MI	1	.1	.1	79.1
Murray, KY	1	.1	.1	79.3
Muscating, IA	1	.1	.1	79.4
Muskegon, Mi	1	.1	.1	79.5
Muskegon, MI	16	2.0	2.0	81.5
N/A	1	.1	.1	81.6
Nashville, TN	3	.4	.4	82.0
New York City, NY	1	.1	.1	82.1
Newport News, VA	1	.1	.1	82.3
Novi, MI	3	.4	.4	82.6
Oakland County	1	.1	.1	82.8
Orlando, FL	3	.4	.4	83.1
Petoskey, MI	1	.1	.1	83.3
Phoenix, AZ	2	.3	.3	83.5
Pittsburgh, PA	1	.1	.1	83.6
Plymouth, MI	1	.1	.1	83.8
Pontiac, MI	5	.6	.6	84.4
Port Hope, MI	1	.1	.1	84.5
Port Huron, MI	2	.3	.3	84.8
Portage, MI	2	.3	.3	85.0
Portland, OR	1	.1	.1	85.1
Rawlins, WY	1	.1	.1	85.3
Reed City, MI	4	.5	.5	85.8
Research Triangle Park, NC	1	.1	.1	85.9
Richardson, TX	1	.1	.1	86.0
Ridgeville Corners, OH	1	.1	.1	86.1
Rockford, MI	2	.3	.3	86.4
Romulus, MI	1	.1	.1	86.5
Roscommon, MI	1	.1	.1	86.6
Saginaw, MI	9	1.1	1.1	87.8
Saginaw, MI; Midland, MI	1	.1	.1	87.9
Salt Lake City, UT	1	.1	.1	88.0
San Diego, CA	1	.1	.1	88.1
Sandusky, MI	2	.3	.3	88.4
Seattle, WA	1	.1	.1	88.5
Shelby, MI	1	.1	.1	88.6
Sheridan, MI	1	.1	.1	88.8
South Bend, IN	3	.4	.4	89.1
South Haven, MI	1	.1	.1	89.3
South Lyon, MI	1	.1	.1	89.4
South Yarmouth, MA	1	.1	.1	89.5
Southeast Michigan	1	.1	.1	89.6
Springfield, IL	1	.1	.1	89.8
Springfield, VA	1	.1	.1	89.9
St joseph, MI	1	.1	.1	90.0
St. Charles, MI	1	.1	.1	90.1
St. Joseph, MI	2	.3	.3	90.4
St. Louis, MI	1	.1	.1	90.5
Stanton, MI	1	.1	.1	90.6
Sterling Heights, MI	2	.3	.3	90.9
Suttons Bay, MI	1	.1	.1	91.0

q12 City, State/Country

		Frequency	Percent	Valid Percent	Cumulative Percent
	Swartz Creek, MI	2	.3	.3	91.3
	Tecumseh, MI	1	.1	.1	91.4
	Three Rivers, MI	1	.1	.1	91.5
	Toledo, OH	1	.1	.1	91.6
	Torrance, CA	1	.1	.1	91.8
	Traverse City, MI	15	1.9	1.9	93.6
	Traverse City, MI; Big Rapids, MI	1	.1	.1	93.8
	Troy, MI	4	.5	.5	94.3
	Troy, OH	1	.1	.1	94.4
	Union Pier, MI	1	.1	.1	94.5
	Valley City, ND	1	.1	.1	94.6
	Vicksburg, MI	1	.1	.1	94.8
	Warren, MA	1	.1	.1	94.9
	Warren, MI	10	1.3	1.3	96.1
	Waterford, MI	1	.1	.1	96.3
	Wausau, WI	1	.1	.1	96.4
	Wayne, MI	1	.1	.1	96.5
	West Bloomfield, MI	1	.1	.1	96.6
	West Lafayette, IN	1	.1	.1	96.8
	West MI	2	.3	.3	97.0
	West Olive, MI	1	.1	.1	97.1
	West Palm Beach, FL	1	.1	.1	97.3
	Westland, MI	1	.1	.1	97.4
	White Cloud, MI	3	.4	.4	97.8
	Whitehall, MI	3	.4	.4	98.1
	Williamsburg, MI	1	.1	.1	98.3
	Wixom, MI	1	.1	.1	98.4
	Woodlands, TX	1	.1	.1	98.5
	Worldwide	1	.1	.1	98.6
	Wyandotte, MI	1	.1	.1	98.8
	Wyoming, MI	5	.6	.6	99.4
	York, PA	1	.1	.1	99.5
	Yorkville, IL/Oswego, IL	1	.1	.1	99.6
	Zeeland, MI	3	.4	.4	100.0
	Total	800	100.0	100.0	

q13 Internship where currently employed

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes, I did do an internship at my current company	169	21.1	24.2	24.2
	No, I didn't do an internship	257	32.1	36.9	61.1
	Yes, I did do an internship, but not at my current company	271	33.9	38.9	100.0
	Total	697	87.1	100.0	
Missing	System	103	12.9		
Total		800	100.0		

q14 Size of employer/company

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less than 15 employees	70	8.8	10.1	10.1
	16-50 employees	93	11.6	13.5	23.6
	51-250 employees	143	17.9	20.7	44.3
	251 or more employees	385	48.1	55.7	100.0
	Total	691	86.4	100.0	
Missing	System	109	13.6		
Total		800	100.0		

q15 Annual gross salary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		217	27.1	27.1	27.1
	10000	2	.3	.3	27.4
	100000	5	.6	.6	28.0
	103000	1	.1	.1	28.1
	104000	1	.1	.1	28.2
	108000	1	.1	.1	28.4
	109000	1	.1	.1	28.5
	11000	2	.3	.3	28.7
	110000	2	.3	.3	29.0
	111000	1	.1	.1	29.1
	114000	1	.1	.1	29.3
	115000	2	.3	.3	29.5
	116800	1	.1	.1	29.6
	117312	1	.1	.1	29.8
	117500	1	.1	.1	29.9
	12000	4	.5	.5	30.4
	120000	5	.6	.6	31.0
	120640	2	.3	.3	31.3
	121000	5	.6	.6	31.9
	123000	2	.3	.3	32.1
	12354	1	.1	.1	32.3
	124120	1	.1	.1	32.4
	12480	1	.1	.1	32.5
	12500	1	.1	.1	32.6
	125000	1	.1	.1	32.8
	13000	2	.3	.3	33.0
	131000	1	.1	.1	33.1
	136000	1	.1	.1	33.3
	14000	4	.5	.5	33.8
	140000	2	.3	.3	34.0
	14270	1	.1	.1	34.1
	1500	1	.1	.1	34.3
	15000	2	.3	.3	34.5
	15080	1	.1	.1	34.6
	1600	1	.1	.1	34.8
	16000	2	.3	.3	35.0
	16409	1	.1	.1	35.1
	166000	1	.1	.1	35.3
	16800	1	.1	.1	35.4

q15 Annual gross salary

		Frequency	Percent	Valid Percent	Cumulative Percent
	1700	1	.1	.1	35.5
	17000	2	.3	.3	35.8
	17290	1	.1	.1	35.9
	18000	4	.5	.5	36.4
	19000	1	.1	.1	36.5
	19200	1	.1	.1	36.6
	19800	1	.1	.1	36.8
	2000	1	.1	.1	36.9
	20000	5	.6	.6	37.5
	20976	1	.1	.1	37.6
	21000	2	.3	.3	37.9
	22000	3	.4	.4	38.3
	23000	6	.8	.8	39.0
	23040	1	.1	.1	39.1
	23400	1	.1	.1	39.3
	23616	1	.1	.1	39.4
	24000	4	.5	.5	39.9
	25000	7	.9	.9	40.8
	25792	1	.1	.1	40.9
	26000	5	.6	.6	41.5
	27000	5	.6	.6	42.1
	2704	1	.1	.1	42.3
	27040	1	.1	.1	42.4
	27500	2	.3	.3	42.6
	28000	2	.3	.3	42.9
	28927	1	.1	.1	43.0
	29000	3	.4	.4	43.4
	30000	23	2.9	2.9	46.3
	30500	1	.1	.1	46.4
	30920	1	.1	.1	46.5
	31000	4	.5	.5	47.0
	31200	5	.6	.6	47.6
	31699	1	.1	.1	47.8
	31700	1	.1	.1	47.9
	31720	1	.1	.1	48.0
	32000	11	1.4	1.4	49.4
	32500	2	.3	.3	49.6
	32600	1	.1	.1	49.8
	32800	1	.1	.1	49.9
	33000	9	1.1	1.1	51.0
	33500	1	.1	.1	51.1
	3380	1	.1	.1	51.2
	34000	6	.8	.8	52.0
	34033	1	.1	.1	52.1
	34361	1	.1	.1	52.3
	35000	21	2.6	2.6	54.9
	35360	1	.1	.1	55.0
	36000	7	.9	.9	55.9
	36272	1	.1	.1	56.0
	37000	5	.6	.6	56.6
	37440	3	.4	.4	57.0

q15 Annual gross salary

		Frequency	Percent	Valid Percent	Cumulative Percent
	37500	2	.3	.3	57.3
	37750	1	.1	.1	57.4
	38000	5	.6	.6	58.0
	38480	1	.1	.1	58.1
	38844	1	.1	.1	58.3
	38900	1	.1	.1	58.4
	39000	3	.4	.4	58.8
	40000	25	3.1	3.1	61.9
	40400	1	.1	.1	62.0
	41098	1	.1	.1	62.1
	41516	1	.1	.1	62.3
	41600	2	.3	.3	62.5
	41875	1	.1	.1	62.6
	42000	14	1.8	1.8	64.4
	43000	7	.9	.9	65.3
	43012	1	.1	.1	65.4
	43200	1	.1	.1	65.5
	44000	6	.8	.8	66.3
	45000	20	2.5	2.5	68.8
	45100	1	.1	.1	68.9
	45240	1	.1	.1	69.0
	454	1	.1	.1	69.1
	45601	1	.1	.1	69.3
	45760	1	.1	.1	69.4
	46000	8	1.0	1.0	70.4
	46562	1	.1	.1	70.5
	46680	1	.1	.1	70.6
	47000	5	.6	.6	71.3
	47500	1	.1	.1	71.4
	47528	1	.1	.1	71.5
	48000	9	1.1	1.1	72.6
	48343	1	.1	.1	72.8
	48672	1	.1	.1	72.9
	49000	3	.4	.4	73.3
	49500	1	.1	.1	73.4
	49571	1	.1	.1	73.5
	5000	2	.3	.3	73.8
	50000	30	3.8	3.8	77.5
	51000	5	.6	.6	78.1
	51700	1	.1	.1	78.3
	52000	4	.5	.5	78.8
	52208	1	.1	.1	78.9
	52500	1	.1	.1	79.0
	53000	4	.5	.5	79.5
	53040	1	.1	.1	79.6
	54000	4	.5	.5	80.1
	54550	1	.1	.1	80.3
	55000	18	2.3	2.3	82.5
	56000	3	.4	.4	82.9
	56500	1	.1	.1	83.0
	56600	1	.1	.1	83.1

q15 Annual gross salary

		Frequency	Percent	Valid Percent	Cumulative Percent
	57000	3	.4	.4	83.5
	58000	2	.3	.3	83.8
	58240	2	.3	.3	84.0
	59000	2	.3	.3	84.3
	59986	1	.1	.1	84.4
	6000	2	.3	.3	84.6
	60000	14	1.8	1.8	86.4
	60500	1	.1	.1	86.5
	61000	1	.1	.1	86.6
	62000	8	1.0	1.0	87.6
	62004	1	.1	.1	87.8
	62500	1	.1	.1	87.9
	63000	5	.6	.6	88.5
	6357	1	.1	.1	88.6
	64000	1	.1	.1	88.8
	64008	1	.1	.1	88.9
	64250	1	.1	.1	89.0
	64453	1	.1	.1	89.1
	64800	1	.1	.1	89.3
	65000	19	2.4	2.4	91.6
	65679	1	.1	.1	91.8
	66000	2	.3	.3	92.0
	66008	1	.1	.1	92.1
	66520	1	.1	.1	92.3
	67000	2	.3	.3	92.5
	67897	1	.1	.1	92.6
	68000	1	.1	.1	92.8
	68100	1	.1	.1	92.9
	68432	1	.1	.1	93.0
	69000	1	.1	.1	93.1
	69800	1	.1	.1	93.3
	70000	10	1.3	1.3	94.5
	70400	1	.1	.1	94.6
	72000	4	.5	.5	95.1
	72490	1	.1	.1	95.3
	74000	1	.1	.1	95.4
	75000	4	.5	.5	95.9
	77500	1	.1	.1	96.0
	80000	5	.6	.6	96.6
	81000	1	.1	.1	96.8
	82000	1	.1	.1	96.9
	83000	2	.3	.3	97.1
	85000	7	.9	.9	98.0
	9000	1	.1	.1	98.1
	90000	7	.9	.9	99.0
	92000	2	.3	.3	99.3
	95000	2	.3	.3	99.5
	96000	1	.1	.1	99.6
	96700	1	.1	.1	99.8
	97000	1	.1	.1	99.9
	9750	1	.1	.1	100.0

q15 Annual gross salary

	Frequency	Percent	Valid Percent	Cumulative Percent
Total	800	100.0	100.0	

q16 Currently reside in Michigan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	633	79.1	81.9
	No	140	17.5	100.0
	Total	773	96.6	100.0
Missing	System	27	3.4	
Total	800	100.0		

q17 Since graduating, attended another institution or FSU

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I have not attended college since graduating	677	84.6	84.6
	I have attended another institution	68	8.5	93.1
	I have attended Ferris State University	55	6.9	100.0
	Total	800	100.0	100.0

q18 Institution

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid		737	92.1	92.1
	Alpena CC	1	.1	92.3
	Aquinas College	1	.1	92.4
	Argosy University	1	.1	92.5
	Arizona State Univ	1	.1	92.6
	Baker College of Cadillac	1	.1	92.8
	Berklee College of Music	1	.1	92.9
	Bethel Univ	1	.1	93.0
	Cape Cod CC	1	.1	93.1
	CMU	4	.5	93.6
	Columbia Southern University	1	.1	93.8
	Cooley Law School	1	.1	93.9
	Cornell University	1	.1	94.0
	Cummins Training	1	.1	94.1
	Detroit Mercy	1	.1	94.3
	EMU	1	.1	94.4
	GRCC	2	.3	94.6
	GVSU	3	.4	95.0
	Hillsborough CC	1	.1	95.1
	I am currently taking design communication classes at UCLA and will be applying to grad school this winter.	1	.1	95.3
	Illinois college of optometry	1	.1	95.4
	Lake Michigan College	1	.1	95.5
	LCC	1	.1	95.6
	Macomb CC	1	.1	95.8
	Michigan tech	1	.1	95.9
	MN Comm & Tech College	1	.1	96.0
	MSU	3	.4	96.4
	Murray State University	1	.1	96.5
	NMC	1	.1	96.6

q18 Institution

	Frequency	Percent	Valid Percent	Cumulative Percent
NMU	1	.1	.1	96.8
Northwood Univ	1	.1	.1	96.9
Oakland CC	2	.3	.3	97.1
Oakland University	1	.1	.1	97.3
Ohio State Univ	1	.1	.1	97.4
Purdue University	1	.1	.1	97.5
Quinnipiac	1	.1	.1	97.6
San Francisco Academy of Art	1	.1	.1	97.8
Schoolcraft	1	.1	.1	97.9
Siena Heights Univ	1	.1	.1	98.0
Southwestern Michigan College	1	.1	.1	98.1
SUNY at Buffalo, Ross Eye Institute Orthoptic Program	1	.1	.1	98.3
SVSU	1	.1	.1	98.4
Terra State CC	1	.1	.1	98.5
U-M	1	.1	.1	98.6
U-M Flint	1	.1	.1	98.8
Univ of Northern CO (starting 16F)	1	.1	.1	98.9
University of Indianapolis	1	.1	.1	99.0
University of Southern California	1	.1	.1	99.1
University Wisconsin Milwaukee - School of Continuing Education	1	.1	.1	99.3
Virginia Commonwealth University	1	.1	.1	99.4
Walsh College	1	.1	.1	99.5
Wayne State Univ	1	.1	.1	99.6
Western Carolina University	1	.1	.1	99.8
WMU	2	.3	.3	100.0
Total	800	100.0	100.0	

q19 Program/Area of study

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		688	86.0	86.0	86.0
	Accounting	1	.1	.1	86.1
	AIMC	1	.1	.1	86.3
	Allied Health	1	.1	.1	86.4
	Allied health sciences	1	.1	.1	86.5
	ALLIED HEATH SCIENCES	1	.1	.1	86.6
	Art Education	1	.1	.1	86.8
	At Ferris, I studied Health Care Systems Administration. I am now studying Design Communications. At CSUN, I will study Healthcare Administration in order to receive my Master's degree.	1	.1	.1	86.9
	Biology	1	.1	.1	87.0
	Business	1	.1	.1	87.1
	Business Admin	1	.1	.1	87.3
	Career Technical Education	1	.1	.1	87.4
	CJ	2	.3	.3	87.6
	Clinical Mental Health Counseling	1	.1	.1	87.8
	Clinical Social Work	1	.1	.1	87.9
	Communication & Media Admin	1	.1	.1	88.0
	Computer Networking	1	.1	.1	88.1
	Construction Engineering & Management	1	.1	.1	88.3
	Counseling Psychology	1	.1	.1	88.4
	Counselor Education / Counseling Psychology	1	.1	.1	88.5
	Criminal Justice	2	.3	.3	88.8
	Culinary Arts	1	.1	.1	88.9
	Cyber Security Engineering/Computer Science	1	.1	.1	89.0
	Dental Hygiene	2	.3	.3	89.3
	Dental Hygiene and Bachelor's of Allied Health Sciences	1	.1	.1	89.4
	Dentistry	1	.1	.1	89.5
	Doctor of physical therapy	1	.1	.1	89.6
	Doctorate of Optometry	1	.1	.1	89.8
	ECTE - Post Secondary Administration	1	.1	.1	89.9
	Education	1	.1	.1	90.0
	Evening MBA	1	.1	.1	90.1
	Facility Mgmt (Masters in Architecture 16F)	1	.1	.1	90.3
	Fire Academy	1	.1	.1	90.4
	Flow Cytometry	1	.1	.1	90.5
	Forensic Science with a concentration in Forensic Biology	1	.1	.1	90.6
	General Studies	1	.1	.1	90.8
	Grad Cert/MBA	1	.1	.1	90.9
	Graphic Design	1	.1	.1	91.0
	Health Care	1	.1	.1	91.1
	Health Care Services Administration	1	.1	.1	91.3
	Health Care Systems Administration	1	.1	.1	91.4
	Health Info Tech	1	.1	.1	91.5
	Health Information Management	1	.1	.1	91.6
	Heavy Equipment	2	.3	.3	91.9
	Hospitality	1	.1	.1	92.0
	Human Resource Management	1	.1	.1	92.1
	Human Services	1	.1	.1	92.3
	Humanities	1	.1	.1	92.4
	I am currently attending the Michigan College of Optometry to become an optometrist.	1	.1	.1	92.5

q19 Program/Area of study

	Frequency	Percent	Valid Percent	Cumulative Percent
I am in the Optometry program pursuing a doctor of optometry degree	1	.1	.1	92.6
I'm just attending a class for fun.	1	.1	.1	92.8
Info Sec & Intel-Incident Response	1	.1	.1	92.9
Intel Analysis	1	.1	.1	93.0
Law	1	.1	.1	93.1
Lean Systems	1	.1	.1	93.3
Management	1	.1	.1	93.4
Manufacturing Engineering	1	.1	.1	93.5
Marketing	1	.1	.1	93.6
Master of Science in Administration concentrating in Health Services Administration	1	.1	.1	93.8
Master of Science in Human Resources	1	.1	.1	93.9
Master of Social Work	1	.1	.1	94.0
Master's in Healthcare Innovation	1	.1	.1	94.1
Masters - CIS	1	.1	.1	94.3
Masters in Occupational Therapy	1	.1	.1	94.4
Masters of Psychology	1	.1	.1	94.5
Masters of Science in Criminal Justice Administration	1	.1	.1	94.6
masters program in environmental health and safety	1	.1	.1	94.8
MBA	2	.3	.3	95.0
MBA & Masters of Finance	1	.1	.1	95.1
MBA Healthcare Administration	1	.1	.1	95.3
MBA; Cert in Project Mgmt	1	.1	.1	95.4
Mechanical Engineering Technology	1	.1	.1	95.5
MFA Visual Development	1	.1	.1	95.6
MSN	1	.1	.1	95.8
MSW	1	.1	.1	95.9
N/A	1	.1	.1	96.0
Nursing	1	.1	.1	96.1
Nursing Education	2	.3	.3	96.4
Optometry	1	.1	.1	96.5
Orthoptics	1	.1	.1	96.6
Pathologist Asst	1	.1	.1	96.8
PDET	1	.1	.1	96.9
Pharmacy	8	1.0	1.0	97.9
Pre-Med	1	.1	.1	98.0
Pre-Physicians Asst	1	.1	.1	98.1
Professional Music	1	.1	.1	98.3
Professional Tennis Managment	1	.1	.1	98.4
Project Management - Working towards my PMP license (Project Management Professional)	1	.1	.1	98.5
Radiologic Imaging Sciences	1	.1	.1	98.6
Reading/English	1	.1	.1	98.8
RN to BSN	1	.1	.1	98.9
Sign language studies	1	.1	.1	99.0
Social Work	1	.1	.1	99.1
Sonography	1	.1	.1	99.3
Vascular Ultrasound	1	.1	.1	99.4
Website Design	1	.1	.1	99.5
Welding Eng Tech	1	.1	.1	99.6
Welding Engineering Technology	3	.4	.4	100.0
Total	800	100.0	100.0	

q20 Degree pursuing

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	None	15	1.9	12.5	12.5
	Certificate	4	.5	3.3	15.8
	Associate's	3	.4	2.5	18.3
	Bachelor's	31	3.9	25.8	44.2
	Master's	51	6.4	42.5	86.7
	Ph.D. or other terminal	16	2.0	13.3	100.0
	Total	120	15.0	100.0	
Missing	System	680	85.0		
Total		800	100.0		

q21 Since graduating, how often recommended FSU/KEN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	123	15.4	16.1	16.1
	Once or twice	241	30.1	31.5	47.6
	A few times	271	33.9	35.5	83.1
	Often	129	16.1	16.9	100.0
	Total	764	95.5	100.0	
Missing	System	36	4.5		
Total		800	100.0		

q22 If could start over, still choose FSU/KEN

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	408	51.0	53.3	53.3
	Somewhat Agree	241	30.1	31.5	84.8
	Somewhat Disagree	68	8.5	8.9	93.7
	Strongly Disagree	48	6.0	6.3	100.0
	Total	765	95.6	100.0	
Missing	System	35	4.4		
Total		800	100.0		

q23 If could start over, still choose same program

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	433	54.1	56.5	56.5
	Somewhat Agree	210	26.3	27.4	83.9
	Somewhat Disagree	72	9.0	9.4	93.3
	Strongly Disagree	51	6.4	6.7	100.0
	Total	766	95.8	100.0	
Missing	System	34	4.3		
Total		800	100.0		